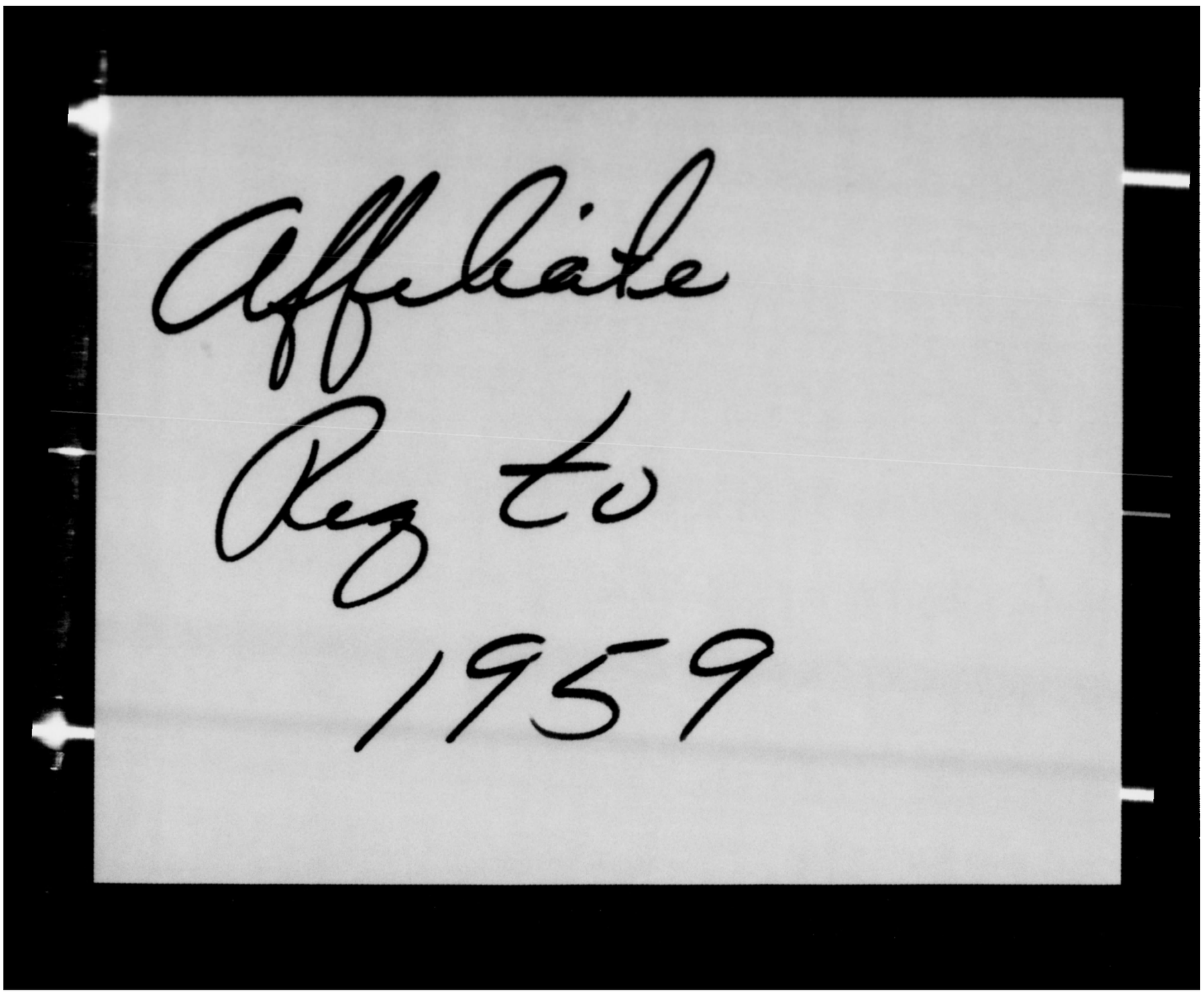

Affiliate
Reg to
1959

INTERNATIONAL BROTHERHOOD
OF
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS
OF AMERICA

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

25 Taylor Street, Room 712
San Francisco 2, California

ADMINISTRATIVE FILE

Affiliate, Request to
Independent Union
California Bartenders,
Maids & Culinary Workers
x McFaddin, Idaho, Jr.

August 21, 1959

Mr. Harold J. Gibbons, Executive Assistant
to the General President
International Brotherhood of Teamsters
25 Louisiane Avenue, N. W.
Washington 1, D. C.

Dear Sir and Brother:

In reference to your communication of August 19 with enclosures regarding proposed conditions for affiliation with our organization by the Bartenders, Maids and Culinary Workers Union Local 598 of Oakland, California, I spoke on Tuesday, August 18 with a Mr. Harper who identified himself as a public relations man and executive manager of this particular Local.

I would like to point out that this is strictly a colored Local of maids, bartenders and culinary workers, with a membership of approximately 275 people. My advice to Mr. Harper was that this organization should properly be affiliated with the International Culinary Workers Union.

I then spoke with Tony Anselmo, Secretary of the Local Joint Executive Board of the Culinary Workers. Tony informed me that this group has given the Board considerable trouble by submitting contracts and letters, stating that they are in a position to supply maids, bartenders and culinary workers. The most recent instance was a large hotel now under construction in San Francisco, named the Jack Tarr. They communicated with this outfit, advising them that they were in a position to supply the culinary help.

I also told Mr. Harper of our close relations with the International Culinary Workers Union and that we were not in a position to issue a charter to any organization in that line of business.

Fraternally yours,

Joseph J. Diviny

JJD:r

Joseph J. Diviny
Vice President

August 21, 1959

Mr. Frank W. Brewster, President
Joint Council of Teamsters No. 28
553 John Street
Seattle 9, Washington

Dear Sir and Brother:

I have received official notification from Harold J. Gibbons, Executive Assistant to the General President, to be present and chair the next membership meeting of Local Union No. 130 on Tuesday, September first.

I will arrive Monday evening, August 31 at approximately 7:00 p.m. via United Airliner Flight 689. I would, therefore, appreciate your making a single reservation for me at the Olympic Hotel for the nights of August 31 and September first and forwarding me written confirmation of same.

Fraternally yours,

R

Joseph J. Diviny
Vice President

cc: Mr. Harold J. Gibbons

CHARTER APPLICATION

Independent Unit -
California Bartenders
and Culinary Workers

August 19, 1959

Mr. Joseph Diviny, Vice President
International Brotherhood of Teamsters
25 Taylor Street
San Fraocisco, California

Dear Sir and Brother:

Attached is a copy of a "Proposed Conditions for Affiliation Submitted by the California Bartenders, Maids and Culinary Workers Union Local 598 To the International Brotherhood of Teamsters.

May we have your comments and advice on this?

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh
Enc.

3

LOCAL 598

Califoraia Bartenders, Maids & Coliaary Workers Uaioa

5975 SHATTUCK AVENUE • OAKLAND 9, CALIFORNIA

TELEPHONE: OLympic 5-7051

August 18, 1959

ADMINISTRATIVE FILE
Independent
X
X

OFFICERS

ADAM McFADDIN, JR.
PRESIDENT

LEROY WASHINGTON
EXECUTIVE VICE PRESIDENT

JESSE W. WYATT, JR.
SECRETARY

ISAAC HUDSON
TREASURER

HUEY HARPER
BUSINESS AGENT
AND ORG. DIRECTOR

HENRY ROYAL
ASST. ORG. DIRECTOR

RUTH O. JEFFERIES
CORRESPONDING SECRETARY

WILLIAM E. GREENE
FIELD CO-ORDINATOR

Mr. James R. Hoffa, President
Internation Brotherhood of
Teamsters
25 Louisiana Avenue N. W.
Washington, D. C.

Dear Brother Hoffa:

Regarding the proposed conditions for affiliation submitted by the California Bartenders, Maids and Culinary Workers Union, Local 598 to the International Brotherhood of Teamsters. By this communication we are seeking your personal consideration in the way of assistance in recognizing the full impact of the survey and conditions. The proposed submitted for affiliation contain the most huable and simply language.

The conditions of the survey actnal reveal long unwanted suffering and lack of representation that unionism seek to serve.

As resourceful as the International Brotherhood of Teamsters are; tha unorgnnized workers ha-a every reason to believe with eoaa assurance that the brotherhood of Teamsters will giva every itaa its deserved evaluation. It will also find it possibla to support this cry of the crying thousands of working paopla who we have identifiad and brought to your attention their condition of welfare and existance.

Youre, truly,

Adam McFaddin, Jr.

Brother Adam McFaddin, Jr. (President)

5975
Shallenberger W.
Oakland
Calif.

PROPOSAL CONDITIONS FOR AFFILIATION SUBMITTED BY THE CALIFORNIA BARTENDERS, MAIDS AND CULINARY WORKERS UNION LOCAL 598 TO THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS.

1. The California Bartenders, Maids and Culinary Workers Union is a bonafide and independent Union at present operating in Alameda and San Francisco County.

2. The Union has an established membership in the above areas stated. 259 workers of which some 116 is represented by proposed contracts now being negotiated. Thus being established as an independent Union on the premises of the above activities and the followings:
(a) Render the need for union representation desired.
(b) The potential unorgnnized workers in the field of culinary work.
In this proposal the California Bartenders, Maids and Culinary Workers Union seek affiliation with the International Brotherhood of Teamsters.

Survey
(a) The Union is established and dedicated to carry out the wishes of the workers it now represent, and organize the potential unorganized workers as the results of a requested survey by different groups in various locations. The survey was made by the President, Mr. Adam McFaddin, Jr. and the Vice President, Mr. Leroy Washington. The facts the survey revealed are the followings:
(a) In Northern California 4,500 workers in the culinary field are unorganized. In Alameda and San Francisco County where the Union is established the potential unorganized are 1,600
(b) in Southern California the unorganized are approximately 9,000. The total is 13,000 such workers.
(c) The Union has in compliance with the requirements section 9 (F) and (G) of the National Labor Relations Act on June 10, 1959. From that time until presently the Union maintains a bargaining position with more than two-thirds of the workers whom it represents.
(d) The attached documents may be considered as a part of this propasal.
1. A propose
2. A constitution

Union Policy
(1) To organize any and all unorganized workers in the culinary field having no regards of race or national origin.
(2) Maintain a position of representation in the institution of Unions.

Progras To Organize
(1) With the advice and support of the Union which we seek affiliation or as an independant union reach the potential unorganized worker in their entirety for membership.
(2) Equip the union with the necessary facilities and resources required.
(3) Establish locals in each community where the need may exist.
(4) To establish a Union in keeping with intra Union working relations with other Unions in each location wherein a local may be established.
(5) To equip the bar at the union headquarters for training and brush up activities.

I Immidiate assistance needed.

1. Some substantial aid to maintain the union present position, in collective bargaining which is a standard case demand and poor working conditions.

2. Perpare to do what may become necessary to gain recognition with the employers who have not yet requested a bargaining position with.

3. The cause for the union present need is the result of a picket line for two weeks to get recognition.

4. Cost for perparation for collective bargaining and bargaining.

5. The required and necessary supplies and contacts for organizing.

6. Maintaing a Union office headquarters.

7. The overall objective is to bring into the fold 52,000 culinary workers unorganized represented by the California Bartenders, Maids and Culinary Workers Union affiliated with the International Brotherhood of Teamsters.

THE CONSTITUTION
OF
CALIFORNIA BARTENDERS, MAIDS & CULINARY WORKERS UNION
LOCAL #598

I. Purpose: (a) Represent working condition.
(b) Wages
(c) Employment benefits of said members of Local #598.

II. The officers of siad organization will be:
(a) President
(b) Vice President
(c) Secretary
(d) Treasury
(e) Business Agent & Org. Director
(f) Business Agent & Assist. Direc.
(g) Field Coordinator
(h) Corresponding Secretary
(i) Sergeant-of-Arms

IV. Duties of officers as defined in "Robert Rules and Orders To be amended by choice of organization.
(a) Board of Directors
(b) Board of Directors duties:
(1) Policy Making.
(2) Carry out said policy.

(a) Any and all officers may be recalled for failure to carry out duties of their respective office by a majority of members present at a regular meeting.

V. Term of office:
(a) President and Vice President--Four (4) years.
(b) All other such office--two (2) years.

VI. Membership by application only:
(a) Register voter
(b) Engaged or have been engaged in the positions represented by Local #598.

VII. Membership fees and dues:
(a) Joining fee--$90.00; Maxium;minimun $35.00
(b) Dues:
Minimun $4.25
Maxium $8.00

VIII. Assessment may not exceed $100.00 per year, per member. To be levied only by unanimous approval of the membership of Local 598.
(a) Fines for not attending regular meeting may be levied not to exceed $2.00 per meeting. Depending upon cause.

IX. Authorization for bargaining demands shall be made by the members, such demands shall be excised, by the Board of Directors.

X. Ratiflcation of contract terms will be decided by the majority.

XI. Salary and compensation of said officers; namely. President, Vice President, Secretary, Treasury, Org. Director, & Assist. Director, Field Coordinator and Corresponding Secretary shall be determined by the Board of Directors.

XII. By-laws and rules for said Local 598 shall be adopted in the form of resolutions by the majority of its members at a meeting to be called by the President within sixty (60) days following adoption of this constitution.
(a) The by-law which maybe adopted shall be in keeping with each article so stipulated in this constitution.

XIII. Each member of the union shall be entitled to vote at each election of the officers of the union.

XIV. Authorization for strikes shall be by majority of membership; voted by ballot.

XV. Authorization for disbursement of union funds shall be in the authority of the President, Secretary and Treasury.

XVI. Meeting will be held monthly by the majority of members which are in attendent and in regular standing.

(a) Special meeting may be called by President and Vice President when their opinion is such th t it is in the best interest of the union.

DATED_____ AND SIGNED BY:

_____ _____

_____ _____

_____ _____

_____ _____

THE PURPOSE OF
THE CALIFORNIA BARTENDERS, MAIDS AND
CULINARY WORKERS UNION,
LOCAL 598

In the interest of giving service to the employed and unemployed, who now do serve and have served in the jobs, designated by crafts that this union represents; we the union have been prompted to so organize as an independent body, as a union, to become a part of the institution of unions under the premises of what we represent as a union, which heretofore has not been represented, but spell out the cause and represent the cause of true unionism.

A fair appraisal has not been evaluated in keeping with the economical condition and appraisal of the wants and needs of those who are primarily effected in the identity of our representation.

Among reason which have prompted, the employed and unemployed, the people of the community and the members of certain communities to prefer an independent local organization to that of a national organization of a union has been respected and treated as a desire

Its further purpose is to deal with local conditions on community levels. Conditions that the great national body may not reach in due time to prevent welfare harm to the individual worker in matters of grievances and dismissals. In such matters stated in the letter and all others in purpose, the basic and ground root representation is a necessity in the functions of true unionism.

In compliance with "National Labor Relations Act" we comply

President Adams McFadden, Jr.

ADMINISTRATIVE FILE
Affiliate, Request to
X Independent Union -
■ Seamen's Union
X Price, John M.

International Brotherhood of Seamen
EAST COAST DISTRICT

WO. 2-2379
132 Nassau St.
New York New York

August 12, 1959

International Brotherhood of Teamsters
25 Louisiana Avenue
N.W. Washington 1, D.C.

Dear Mr. Hoffa:

We are a recently formed Seamen's Union having a membership at present of about 300 full book members and 1,000 partially paid members.

Our Union was organized in April of this year for purpose of getting jobs and "Seamen's Papers" for those people interested in employment in the Maritime field as crewmembers, on ships or harbor craft.

As you know most of the American flag shipping companies have contracts with either the S.I.U. or the N.M.U. However we find there are two fields open to us with a very large potential membership that do not have contracts with either of the above Unions. These are the Military Sea Transportation Service, a government operated outfit and the so called runaway Foreign Flag operators.

We have contacted the M.S.T.S. and have an arrangement with them where by they call us when they have a shortage of men to man their ships. We have placed about 30 of our members aboard these ships in the past three weeks. As to the Foreign Flag Ships we have seen a few of the larger fleet operators and find them very much interested in signing contracts with our Union. At present they have contracts with some Greek Union but want to make a change. We are going to get together again and work out the details on this in the near future. These operators also operate American Flag ships which are manned by S.I.U. or N.M.U. but they asked us if we would contract some future American Flag Ships they are in the process of building.

We have now reached the point where we feel we need to affiliate with a larger organization before proceeding further. With this in view we spoke by telephone to Mr. John O'Rourke and he advised us you would be the one to contact regarding an affiliation with the International Brotherhood of Teamsters.

We have some other ideas regarding organization in this field but will wait until we can get together and talk these over.

Awaiting an early reply.

Very truly yours,

John H. Price

John H. Price, sec-trea.
International Brotherhood of Seamen

ADMINISTRATIVE FILE
Affiliate, Request to
X Hacker Dept Bills
X General Telephone
Company of California
CSA-CSO - Communica-
tion Workers of America

June 30, 1959

Miss Anne Belle Hakes
11956 McDonald Street
Culver City, California

Dear Miss Hakes:

We have received your communication of June 25 and June 27 (with the enclosures) in which you are requesting organizational assistance on behalf of the employees of the General Telephone System to join the Teamsters Union.

I have discussed this with President Hoffa and he has again reiterated our firm policy of not participating in any raids on established bargaining units of any other Union. I am, therefore, writing to advise you that we are unable to be of any assistance to you and cannot admit the people you represent into membership in our organization.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk

June 17, 1959
1155 McDonald St.
Culver City, Calif.

Dear Mr. Hoffa:

The decision to contact you was not made in haste; we have been considering this for some time. We have read everything we could obtain about your career and of course watched the recent television presentation. We hope you will be as interested in us.

The enclosures will further acquaint you with our problems.

Would it be possible for one of your attorneys here to contact us? We are badly in need of legal advice.

One of our people has asked me to contact Senator Kennedy

so he can make a sworn statement concerning collusion between [redacted] and management. I feel this is unnecessary and have persuaded him to wait until I have a chance to make arrangements for an independent union.

Since the others are leaving the entire matter up to us we have insisted that no questions be asked about any help we may obtain. We will take full responsibility for the entire project.

The address I am using for "Alice" is Obando's - a hotel.

May we hear from you soon?

Sincerely yours,

Emma Belle Hake

June 25, 1959
11956 McDonald Street
Culver City, Calif.

Dear Mr. Hoffa:

The enclosed material will explain why I didn't use my name when placing a call to you.

C.W.A. is close to the heart(?) of General and without value to the per diem worker. As a former steward, who has dropped out as a dues paying member, I fel qualified to make such a statement.

Many of our people carry IBEW cards and would very much like a union to represent them. Since the eastern group fighting C.W.A. unwisely mentioned I.B.E.W. in their bulletins the resultant furor in Washington makes aid from that source very unlikely.

To create an independent union, force an election, and defeat C.W.A. will take a strong, tough personality who can surmount many obstacles. It won't be easy but it certainly isn't impossible.

Three of us, Pete Watt, Emil Abando and I, form a group that neither management or C.W.A. can understand. We are absolutely loyal to each other, work hard at our jobs, keep our plans secret until we are ready to act, and are not afraid to express ourselves. Everything possible to intimidate us has been tried but we manage to survive.

About three weeks ago Mr. Abando and I razzle dazzled an appointment with Leroy Lattin, president of this division, to present an employees petition. We managed this without revealing our identity or purpose until the interview. This unprecedented action caused a little unhappiness among the department heads all the way up. The resultant conferences are still in progress.

As a result of this interview our supervisors set up another trap for me but misfired and terminated Mr. Abando (my body guard as they term him) for insubordination after threatening him, etc.

To protest this action I made an immediate visit to Carl Von Hake, personel manager. (Mr. Lattin was out of town). Mr. Von Hake was unhappy about our conversation with Mr. Lattin and we had a few words about that. After a few firm declarations on both sides he called Mr. Hallbeck, head of the plant department in which we three non-conformists work, and sent me to see him. Snow job by Hallbeck, left his office with a firm hand shake and a feeling of having talked into a vacuum. Both advised me to file a grievance thru C.W.A. Refused in no uncertain terms.

I called Mr. Lattin's office on Monday and was told he would be in on Tuesday. Tuesday morning I called and asked

Mr. Lattin to see Watt, Abando, and I. He explained he had just reached his office and had a memo on his desk but would have to confer with his boys. I pressed for an appointment but he felt it was a matter for grievance procedure. I told him I thought he should see us as we feel action was taken as a direct result of our conversation with him. I told him I would check with his secretary for a definite answer after he had an opportunity to confer with his assistants. I called in the afternoon and received an evasive answer from Mrs. Wallace. I called again the following afternoon and was given a flat "no". We are prepared to fight this unfair dismissal.

Mr. Watt, past president of our local, has worked for the company about ~~te~~ years, I have twelve years sinority, three in management, and Mr. Abando, a former steward, two years.

During negotiations this spring, so many employees were jeering CWA's

poor showing, a strike was weakly threatened. It was noted what our attitude would be in such an event we were firm in declaring we would never cross a picket line - not even C.W.A.'s. Of course, they probably will file under the Supreme Court decision of June, 1958 for wages lost.

This is a bare outline of our latest bout with management; we will fill in back ground and details when we can talk with you.

C.W.A. was never well organized and is losing members every day. You realize that telephone workers are rabbits. We are constantly requested to start an independent union as they are anxious for leaders who are willing to take full responsibility and risks involved.

Our people come to us for advise and to make complaints, completely ignoring C.W.A. Both management and C.W.A. asked for the petition which was subsequently turned over to us

and triggred our latest escapade.

We have reason to belive our phones are monitored so writing is the best means of communication. If you do not wish to sign letters, or if you do phone, use code "Uncle Frank".

Abando and I will meet with you at your convenience.

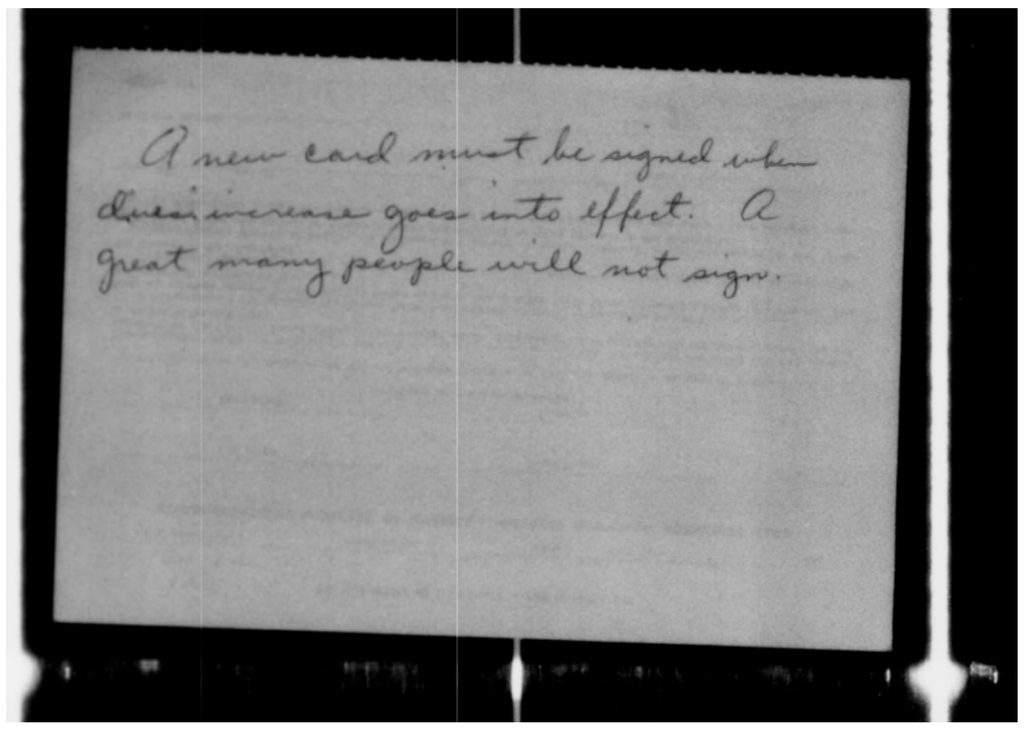
Sincerely yours,

Anna Belle Hakes

ANNA BELLE HAKES
11956 McDonald Street
Culver City, Calif.
EXmont 7-7519

P.S. Pete Watt is at present in the hospital with a back injury sustained on the job.

G. B. H.


A new card must be signed when
dues increase goes into effect. A
great many people will not sign.

DO NOT WRITE IN THIS SPACE — FOR PAYROLL USE

Employee Name | Employee No. | Period | Dept. Code | Exch. | Dept.

COMMUNICATIONS WORKERS OF AMERICA — PAYROLL DEDUCTION AUTHORITY CARD

Last Name | Given Name | Initial

Department | Exchange | District

(Please print above information)

I hereby request and authorize the General Telephone Company of Calif., to deduct in payment of membership dues of Communications Workers of America, the sum of $_____ from my earnings (including sick and accident benefits) for the first pay period ending in the calendar month. Such deductions to continue until the authority hereby granted is revoked by me in writing.

I further request and authorize the General Telephone Company of Calif., to deduct the sum of $_____ from my earnings payable for the first pay period ending in the calendar month following the filing of this card with you. This sum represents my initiation fee.

The General Telephone Company of Calif., shall pay all such sums deducted to Communications Workers of America for the account of the undersigned.

Communications Workers of America, its successors and assigns, is hereby authorized to sign and receipt for and in my stead the said sums, the delivery to it/them is hereby acknowledged as being payment to the undersigned.

This authorization cancels any previous authorization for payroll deductions for union dues which I have heretofore given.

Dated this _____ day of _____, 19____ _____
Signature of Employee

Residence address _____ _____
Social Security Number

144 CITY _____ STATE _____

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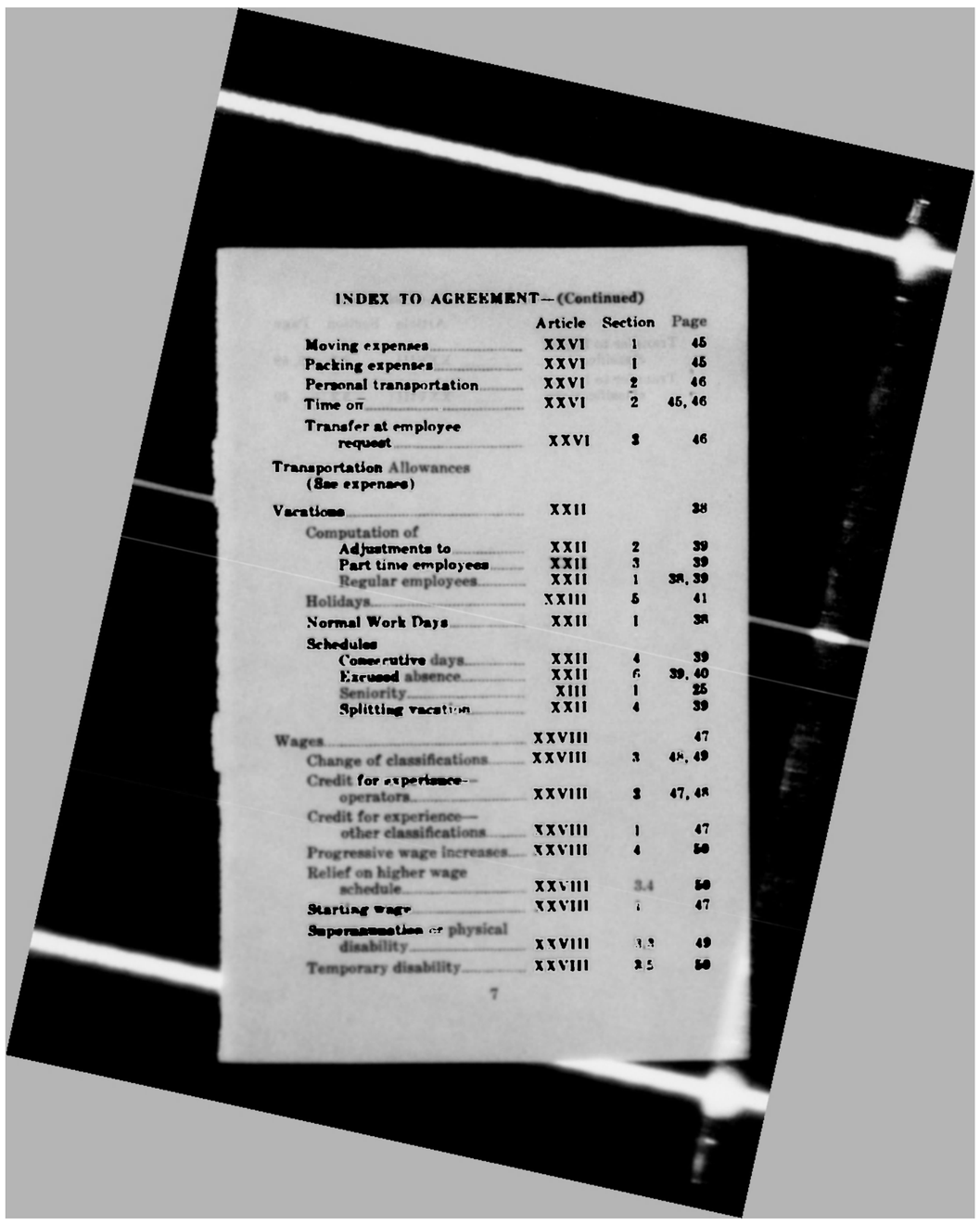
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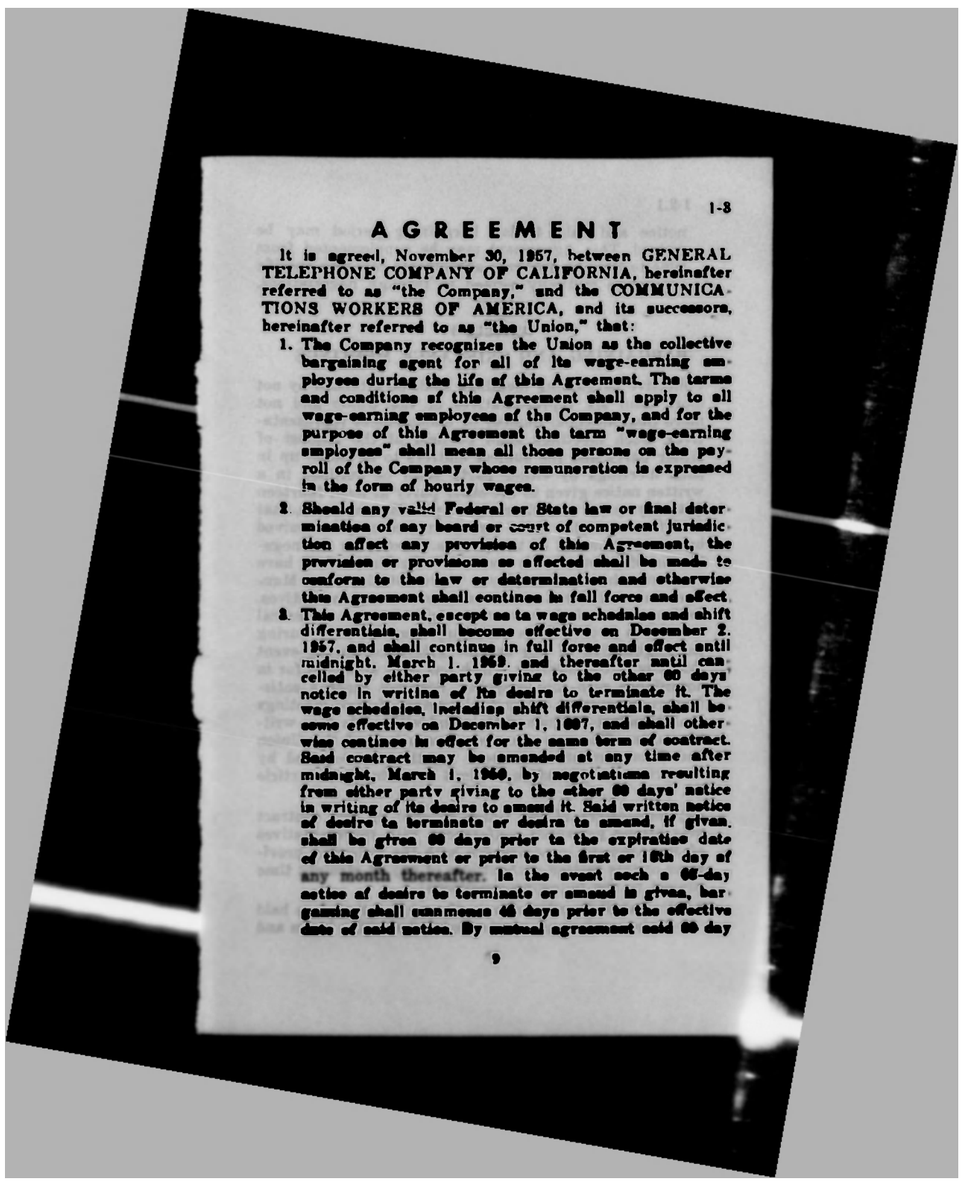


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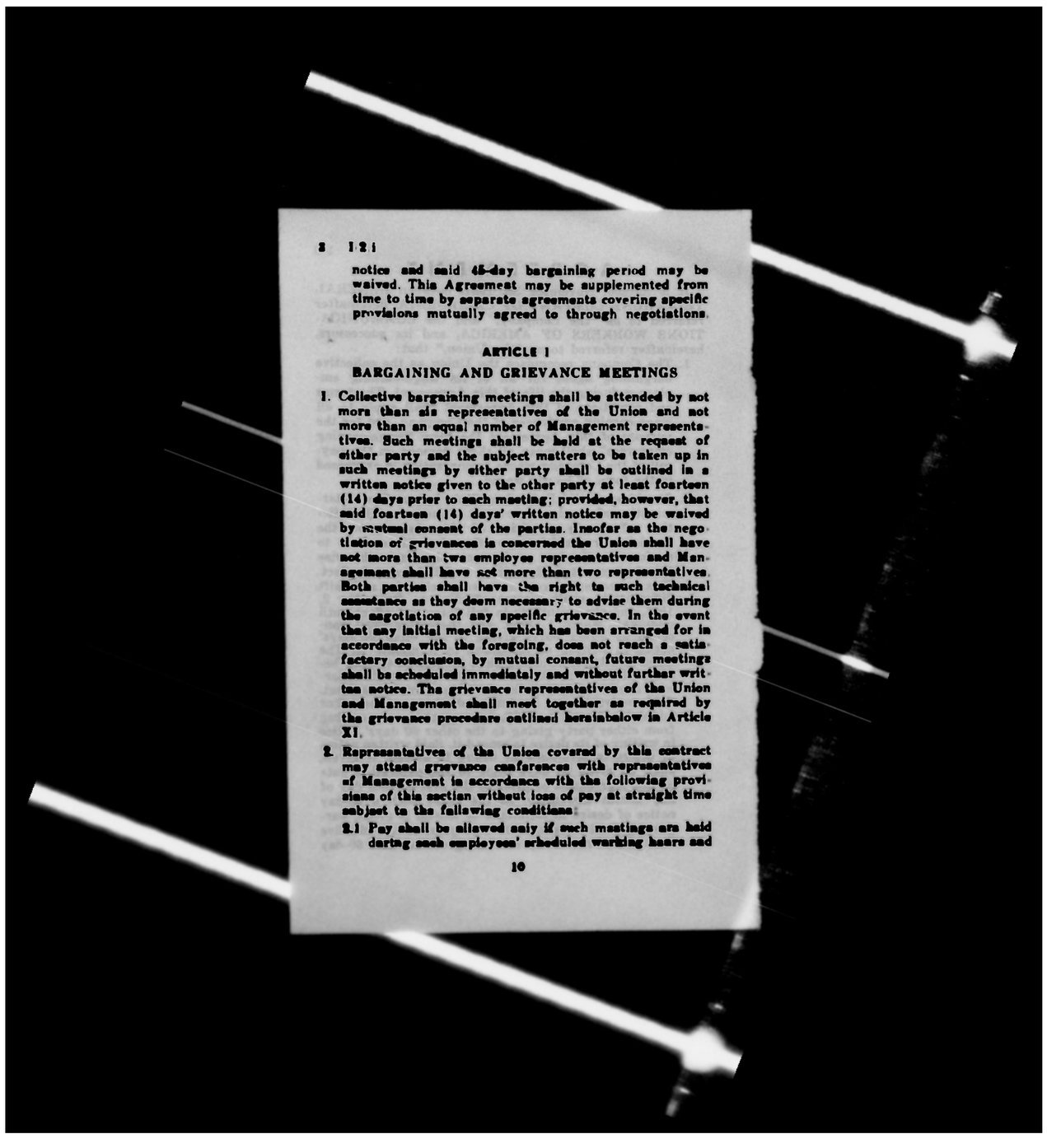


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AGREEMENT

It is agreed, November 30, 1957, between GENERAL TELEPHONE COMPANY OF CALIFORNIA, hereinafter referred to as "the Company," and the COMMUNICATIONS WORKERS OF AMERICA, and its successors, hereinafter referred to as "the Union," that:

1. The Company recognizes the Union as the collective bargaining agent for all of its wage-earning employees during the life of this Agreement. The terms and conditions of this Agreement shall apply to all wage-earning employees of the Company, and for the purpose of this Agreement the term "wage-earning employees" shall mean all those persons on the payroll of the Company whose remuneration is expressed in the form of hourly wages.
2. Should any valid Federal or State law or final determination of any board or court of competent jurisdiction affect any provision of this Agreement, the provision or provisions so affected shall be made to conform to the law or determination and otherwise this Agreement shall continue in full force and effect.
3. This Agreement, except as to wage schedules and shift differentials, shall become effective on December 2, 1957, and shall continue in full force and effect until midnight, March 1, 1959, and thereafter until cancelled by either party giving to the other 60 days' notice in writing of its desire to terminate it. The wage schedules, including shift differentials, shall become effective on December 1, 1957, and shall otherwise continue in effect for the same term of contract. Said contract may be amended at any time after midnight, March 1, 1959, by negotiations resulting from either party giving to the other 60 days' notice in writing of its desire to amend it. Said written notice of desire to terminate or desire to amend, if given, shall be given 60 days prior to the expiration date of this Agreement or prior to the first or 15th day of any month thereafter. In the event such a 60-day notice of desire to terminate or amend is given, bargaining shall commence 45 days prior to the effective date of said notice. By mutual agreement said 60 day



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notice and said 45-day bargaining period may be waived. This Agreement may be supplemented from time to time by separate agreements covering specific provisions mutually agreed to through negotiations.

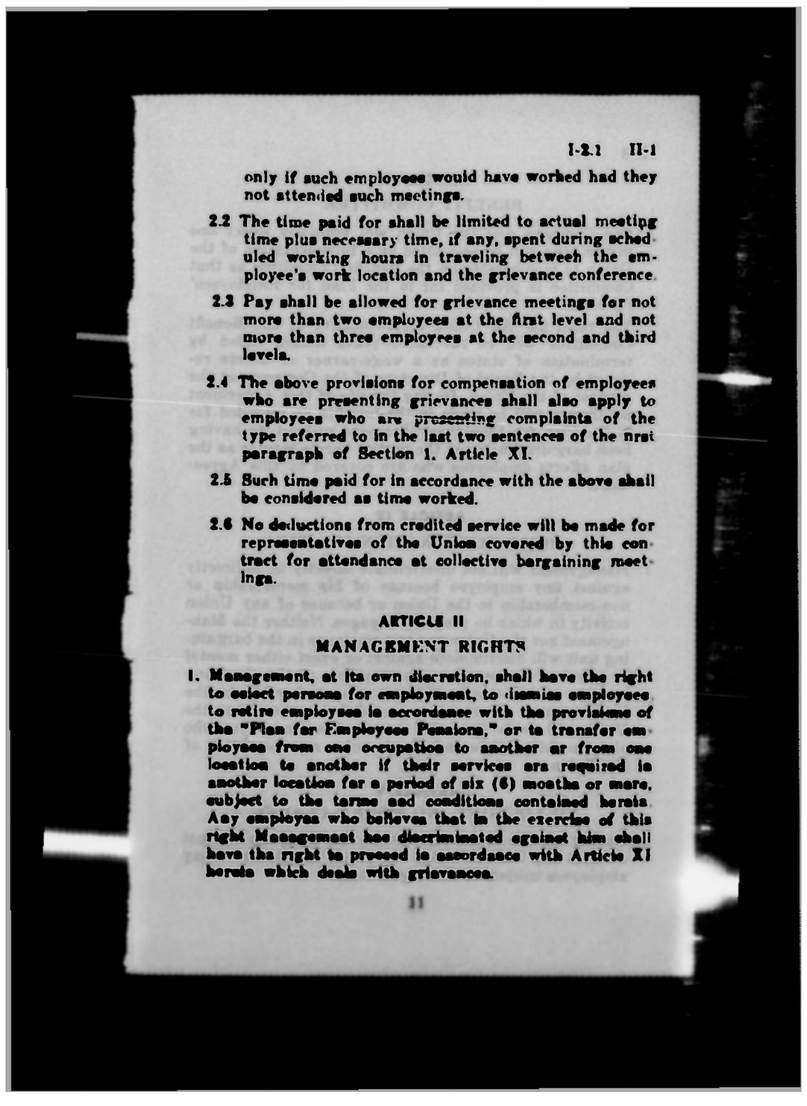
ARTICLE I

BARGAINING AND GRIEVANCE MEETINGS

1. Collective bargaining meetings shall be attended by not more than six representatives of the Union and not more than an equal number of Management representatives. Such meetings shall be held at the request of either party and the subject matters to be taken up in such meetings by either party shall be outlined in a written notice given to the other party at least fourteen (14) days prior to such meeting; provided, however, that said fourteen (14) days' written notice may be waived by mutual consent of the parties. Insofar as the negotiation of grievances is concerned the Union shall have not more than two employee representatives and Management shall have not more than two representatives. Both parties shall have the right to such technical assistance as they deem necessary to advise them during the negotiation of any specific grievance. In the event that any initial meeting, which has been arranged for in accordance with the foregoing, does not reach a satisfactory conclusion, by mutual consent, future meetings shall be scheduled immediately and without further written notice. The grievance representatives of the Union and Management shall meet together as required by the grievance procedure outlined hereinbelow in Article XI.

2. Representatives of the Union covered by this contract may attend grievance conferences with representatives of Management in accordance with the following provisions of this section without loss of pay at straight time subject to the following conditions:

2.1 Pay shall be allowed only if such meetings are held during such employees' scheduled working hours and



only if such employees would have worked had they not attended such meetings.

2.2 The time paid for shall be limited to actual meeting time plus necessary time, if any, spent during scheduled working hours in traveling between the employee's work location and the grievance conference.

2.3 Pay shall be allowed for grievance meetings for not more than two employees at the first level and not more than three employees at the second and third levels.

2.4 The above provisions for compensation of employees who are presenting grievances shall also apply to employees who are presenting complaints of the type referred to in the last two sentences of the first paragraph of Section 1, Article XI.

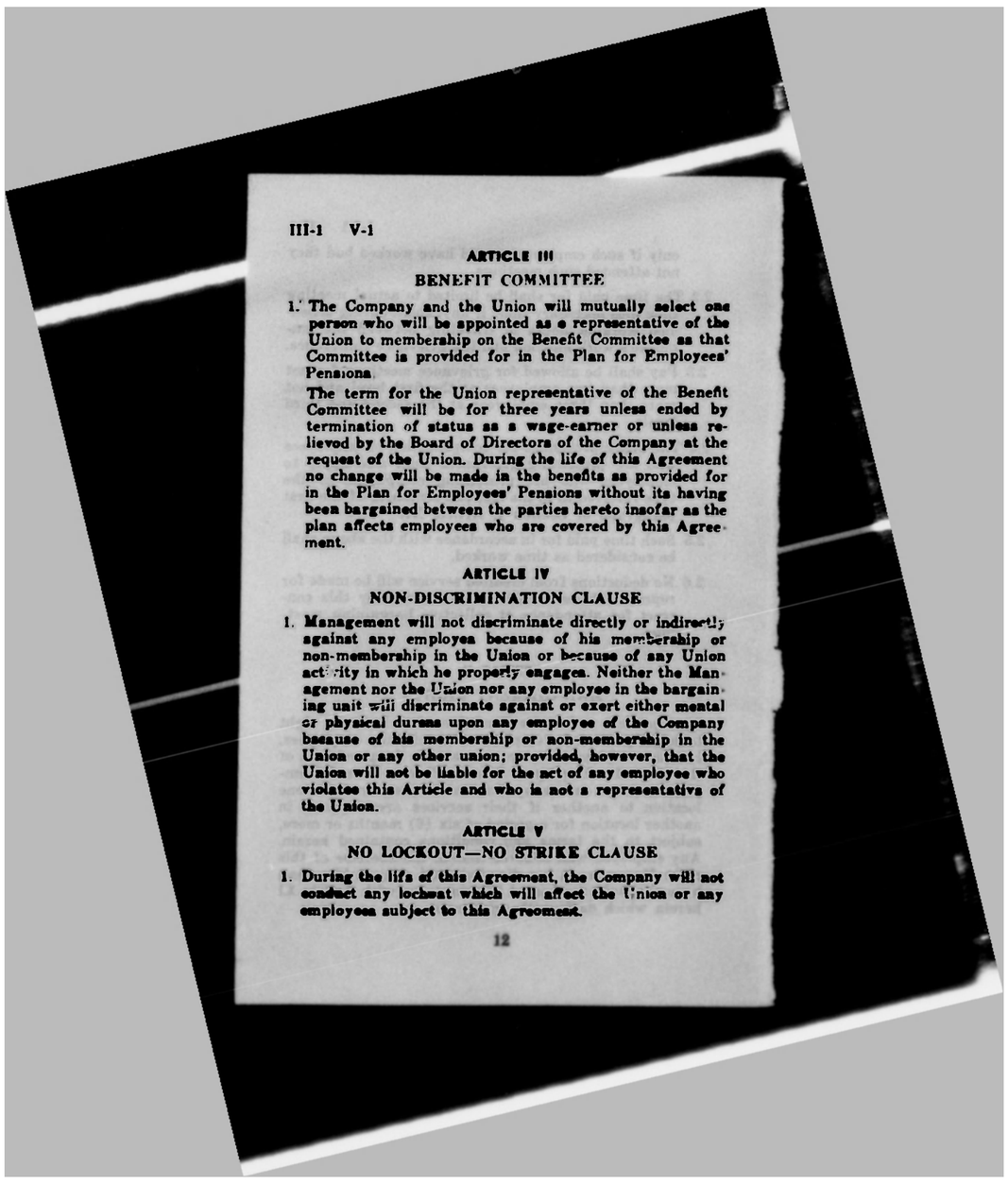
2.5 Such time paid for in accordance with the above shall be considered as time worked.

2.6 No deductions from credited service will be made for representatives of the Union covered by this contract for attendance at collective bargaining meetings.

ARTICLE II

MANAGEMENT RIGHTS

1. Management, at its own discretion, shall have the right to select persons for employment, to dismiss employees, to retire employees in accordance with the provisions of the "Plan for Employees Pensions," or to transfer employees from one occupation to another or from one location to another if their services are required in another location for a period of six (6) months or more, subject to the terms and conditions contained herein. Any employee who believes that in the exercise of this right Management has discriminated against him shall have the right to proceed in accordance with Article XI herein which deals with grievances.



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ARTICLE III

BENEFIT COMMITTEE

1. The Company and the Union will mutually select one person who will be appointed as a representative of the Union to membership on the Benefit Committee as that Committee is provided for in the Plan for Employees' Pensions.

The term for the Union representative of the Benefit Committee will be for three years unless ended by termination of status as a wage-earner or unless relieved by the Board of Directors of the Company at the request of the Union. During the life of this Agreement no change will be made in the benefits as provided for in the Plan for Employees' Pensions without its having been bargained between the parties hereto insofar as the plan affects employees who are covered by this Agreement.

ARTICLE IV

NON-DISCRIMINATION CLAUSE

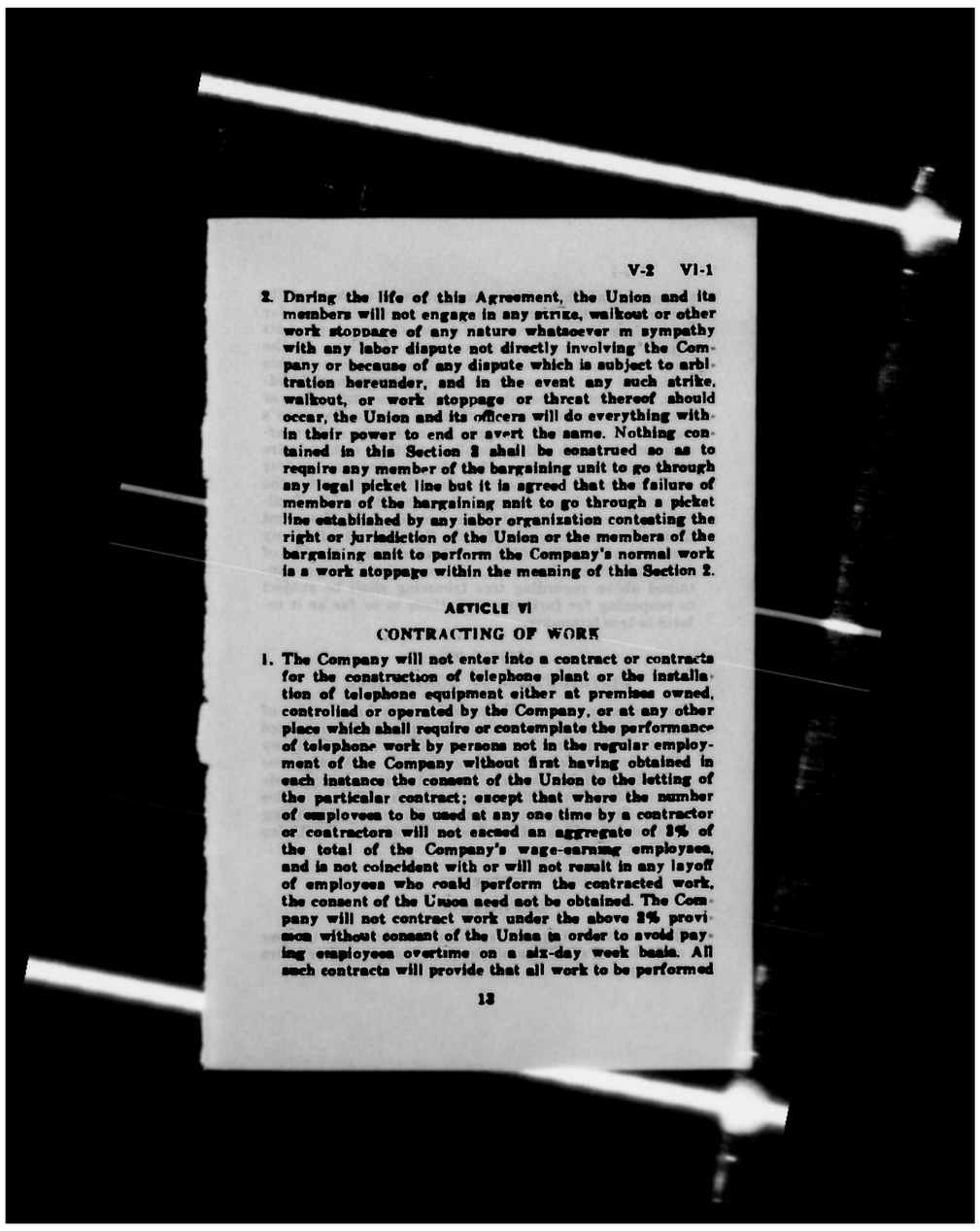
1. Management will not discriminate directly or indirectly against any employee because of his membership or non-membership in the Union or because of any Union activity in which he properly engages. Neither the Management nor the Union nor any employee in the bargaining unit will discriminate against or exert either mental or physical duress upon any employee of the Company because of his membership or non-membership in the Union or any other union; provided, however, that the Union will not be liable for the act of any employee who violates this Article and who is not a representative of the Union.

ARTICLE V

NO LOCKOUT—NO STRIKE CLAUSE

1. During the life of this Agreement, the Company will not conduct any lockout which will affect the Union or any employees subject to this Agreement.

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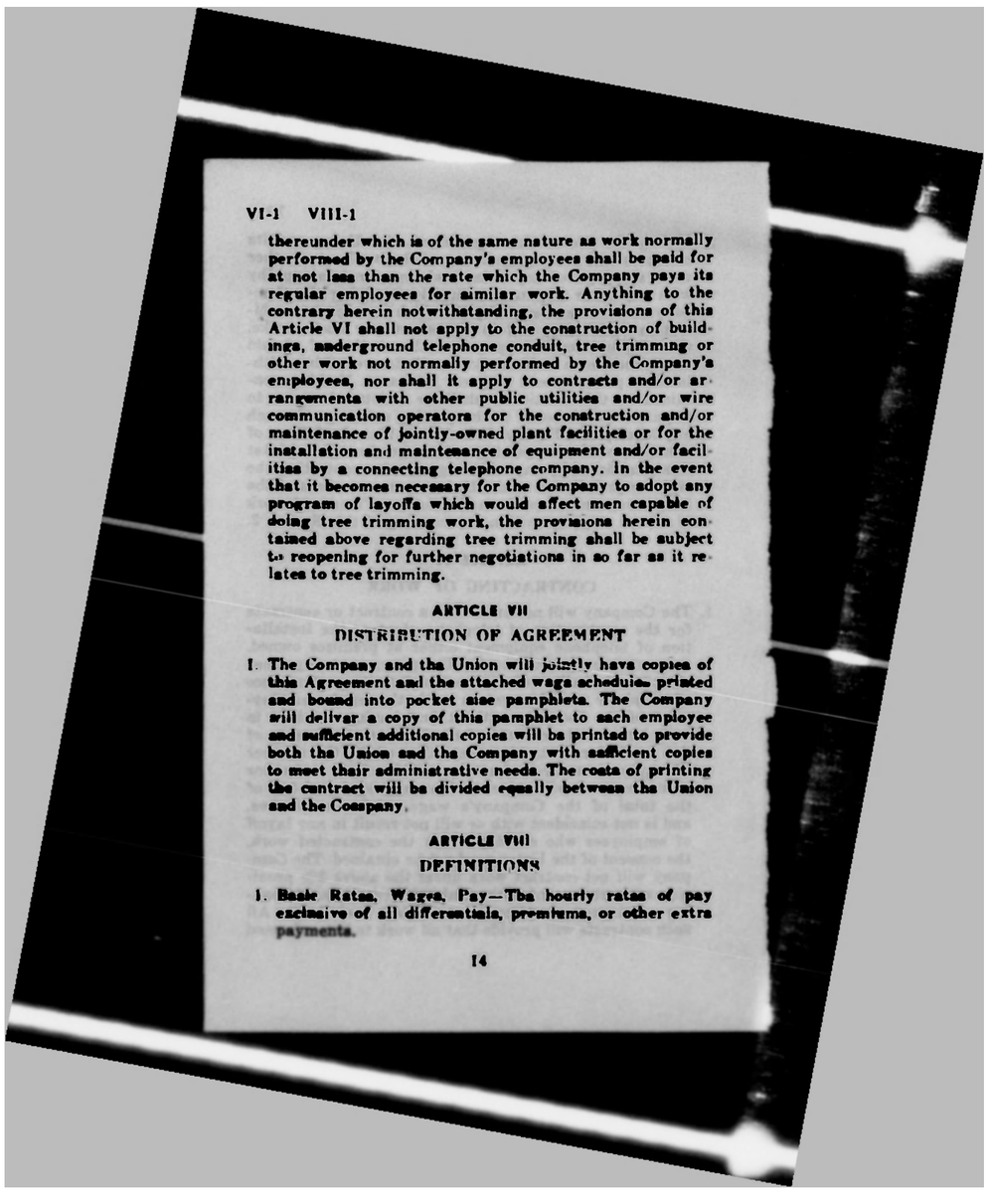
2. During the life of this Agreement, the Union and its members will not engage in any strike, walkout or other work stoppage of any nature whatsoever in sympathy with any labor dispute not directly involving the Company or because of any dispute which is subject to arbitration hereunder, and in the event any such strike, walkout, or work stoppage or threat thereof should occur, the Union and its officers will do everything within their power to end or avert the same. Nothing contained in this Section 2 shall be construed so as to require any member of the bargaining unit to go through any legal picket line but it is agreed that the failure of members of the bargaining unit to go through a picket line established by any labor organization contesting the right or jurisdiction of the Union or the members of the bargaining unit to perform the Company's normal work is a work stoppage within the meaning of this Section 2.

ARTICLE VI

CONTRACTING OF WORK

1. The Company will not enter into a contract or contracts for the construction of telephone plant or the installation of telephone equipment either at premises owned, controlled or operated by the Company, or at any other place which shall require or contemplate the performance of telephone work by persons not in the regular employment of the Company without first having obtained in each instance the consent of the Union to the letting of the particular contract; except that where the number of employees to be used at any one time by a contractor or contractors will not exceed an aggregate of 5% of the total of the Company's wage-earning employees, and is not coincident with or will not result in any layoff of employees who could perform the contracted work, the consent of the Union need not be obtained. The Company will not contract work under the above 5% provision without consent of the Union in order to avoid paying employees overtime on a six-day week basis. All such contracts will provide that all work to be performed

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VI-1 VIII-1

thereunder which is of the same nature as work normally performed by the Company's employees shall be paid for at not less than the rate which the Company pays its regular employees for similar work. Anything to the contrary herein notwithstanding, the provisions of this Article VI shall not apply to the construction of buildings, underground telephone conduit, tree trimming or other work not normally performed by the Company's employees, nor shall it apply to contracts and/or arrangements with other public utilities and/or wire communication operators for the construction and/or maintenance of jointly-owned plant facilities or for the installation and maintenance of equipment and/or facilities by a connecting telephone company. In the event that it becomes necessary for the Company to adopt any program of layoffs which would affect men capable of doing tree trimming work, the provisions herein contained above regarding tree trimming shall be subject to reopening for further negotiations in so far as it relates to tree trimming.

ARTICLE VII

DISTRIBUTION OF AGREEMENT

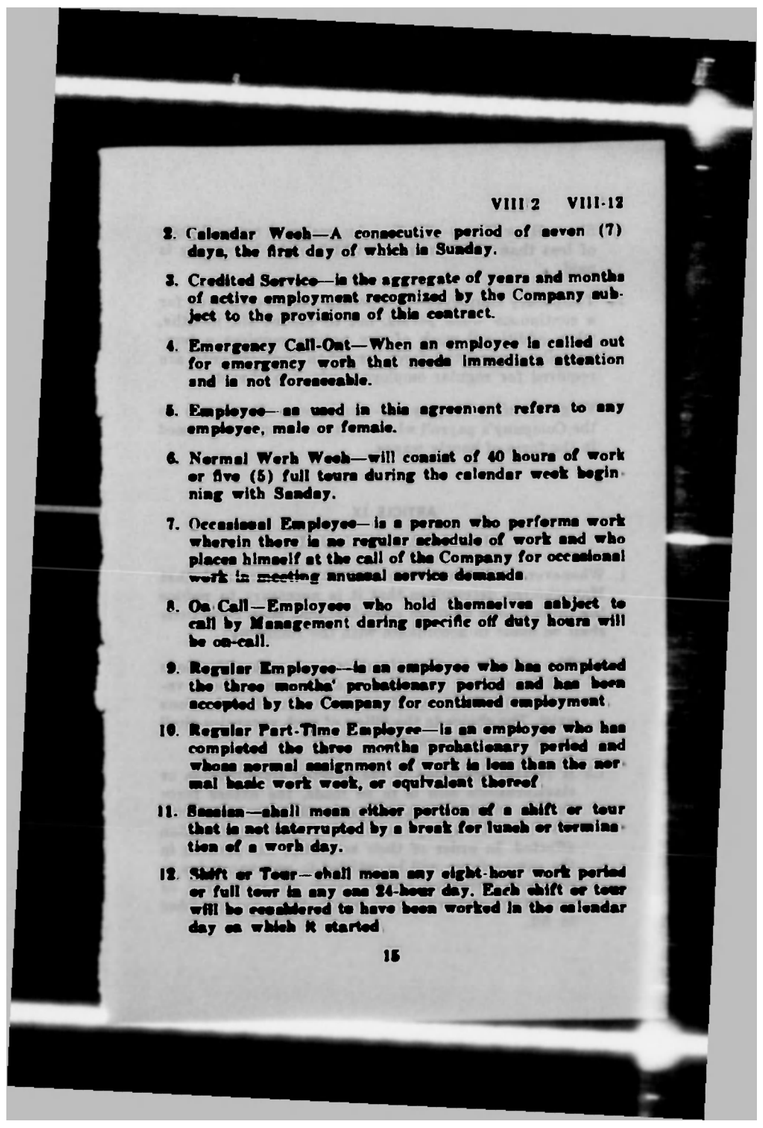
1. The Company and the Union will jointly have copies of this Agreement and the attached wage schedules printed and bound into pocket size pamphlets. The Company will deliver a copy of this pamphlet to each employee and sufficient additional copies will be printed to provide both the Union and the Company with sufficient copies to meet their administrative needs. The costs of printing the contract will be divided equally between the Union and the Company.

ARTICLE VIII

DEFINITIONS

1. Basic Rates, Wages, Pay—The hourly rates of pay exclusive of all differentials, premiums, or other extra payments.

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VIII-2 VIII-12

2. Calendar Week—A consecutive period of seven (7) days, the first day of which is Sunday.

3. Credited Service—is the aggregate of years and months of active employment recognized by the Company subject to the provisions of this contract.

4. Emergency Call-Out—When an employee is called out for emergency work that needs immediate attention and is not foreseeable.

5. Employee—as used in this agreement refers to any employee, male or female.

6. Normal Work Week—will consist of 40 hours of work or five (5) full tours during the calendar week beginning with Sunday.

7. Occasional Employee—is a person who performs work wherein there is no regular schedule of work and who places himself at the call of the Company for occasional work in meeting unusual service demands.

8. On Call—Employees who hold themselves subject to call by Management during specific off duty hours will be on-call.

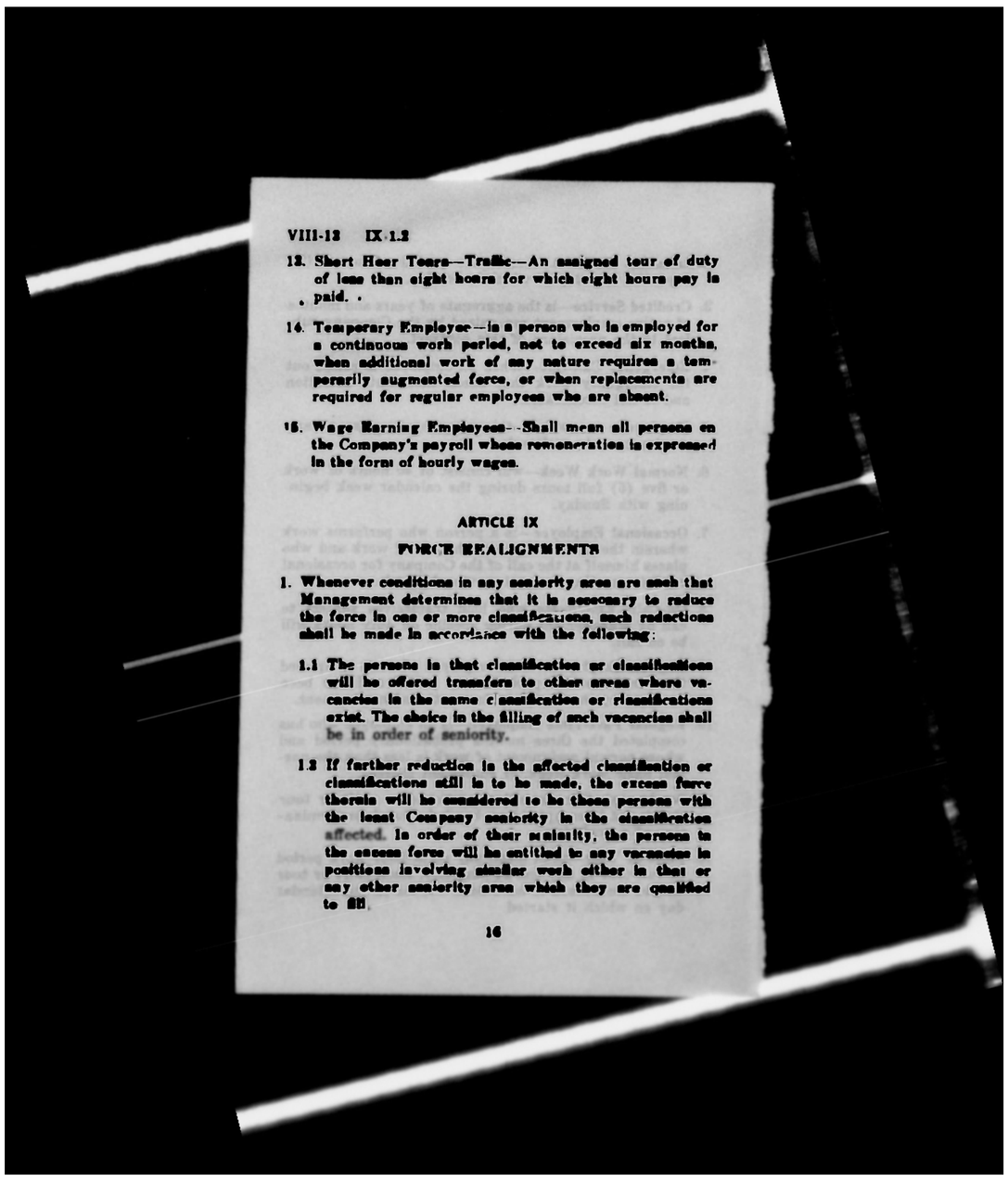
9. Regular Employee—is an employee who has completed the three months' probationary period and has been accepted by the Company for continued employment.

10. Regular Part-Time Employee—is an employee who has completed the three months probationary period and whose normal assignment of work is less than the normal basic work week, or equivalent thereof.

11. Session—shall mean either portion of a shift or tour that is not interrupted by a break for lunch or termination of a work day.

12. Shift or Tour—shall mean any eight-hour work period or full tour in any one 24-hour day. Each shift or tour will be considered to have been worked in the calendar day on which it started.

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VIII-13 IX-1.2

13. Short Hour Tours—Traffic—An assigned tour of duty of less than eight hours for which eight hours pay is paid.

14. Temporary Employee—is a person who is employed for a continuous work period, not to exceed six months, when additional work of any nature requires a temporarily augmented force, or when replacements are required for regular employees who are absent.

15. Wage Earning Employees—Shall mean all persons on the Company's payroll whose remuneration is expressed in the form of hourly wages.

ARTICLE IX

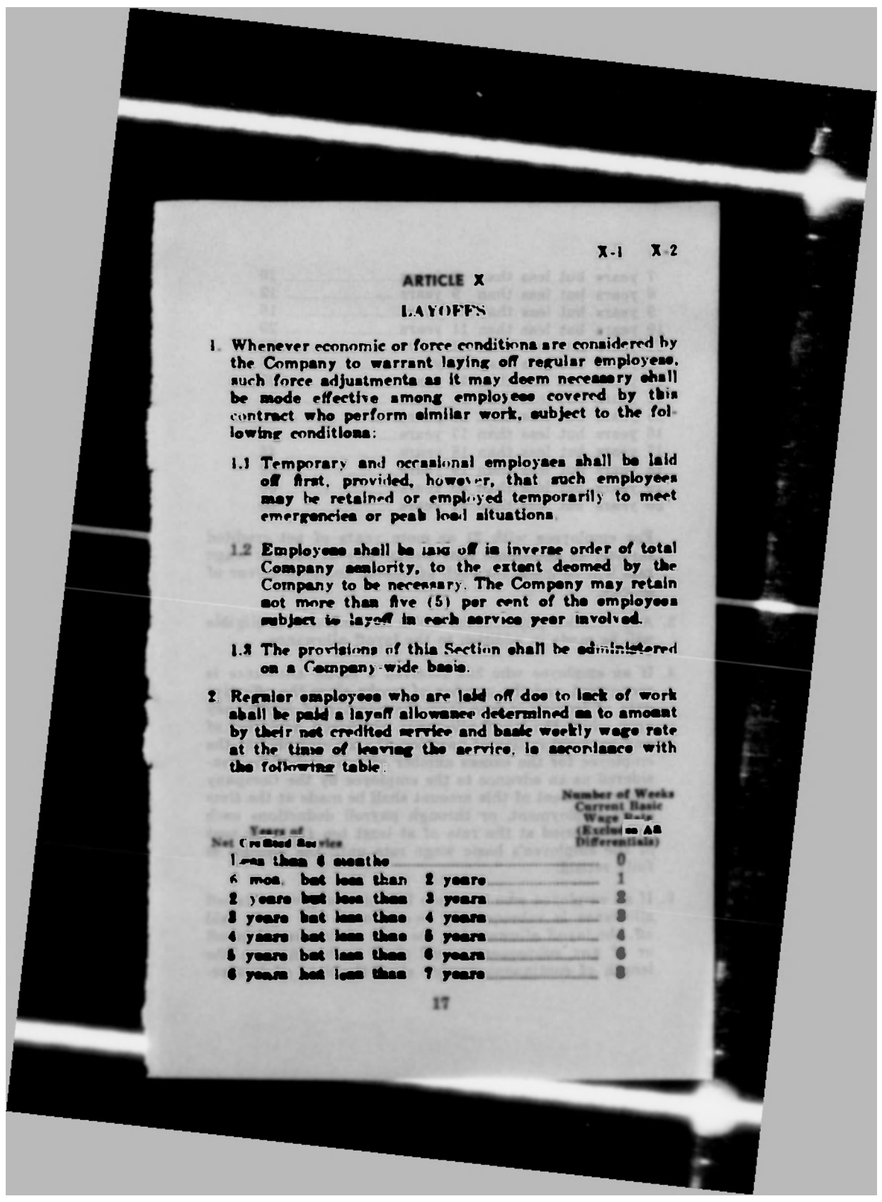
FORCE REALIGNMENTS

1. Whenever conditions in any seniority area are such that Management determines that it is necessary to reduce the force in one or more classifications, such reductions shall be made in accordance with the following:

1.1 The persons in that classification or classifications will be offered transfers to other areas where vacancies in the same classification or classifications exist. The choice in the filling of such vacancies shall be in order of seniority.

1.2 If further reduction in the affected classification or classifications still is to be made, the excess force therein will be considered to be those persons with the least Company seniority in the classification affected. In order of their seniority, the persons in the excess force will be entitled to any vacancies in positions involving similar work either in that or any other seniority area which they are qualified to fill.

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ARTICLE X

LAYOFFS

1. Whenever economic or force conditions are considered by the Company to warrant laying off regular employees, such force adjustments as it may deem necessary shall be made effective among employees covered by this contract who perform similar work, subject to the following conditions:

   1.1 Temporary and occasional employees shall be laid off first, provided, however, that such employees may be retained or employed temporarily to meet emergencies or peak load situations.

   1.2 Employees shall be laid off in inverse order of total Company seniority, to the extent deemed by the Company to be necessary. The Company may retain not more than five (5) per cent of the employees subject to layoff in each service year involved.

   1.3 The provisions of this Section shall be administered on a Company-wide basis.

2. Regular employees who are laid off due to lack of work shall be paid a layoff allowance determined as to amount by their net credited service and basic weekly wage rate at the time of leaving the service, in accordance with the following table:

Years of Net Credited Service	Number of Weeks Current Basic Wage Rate (Exclusive of Differentials)
Less than 6 months	0
6 mos. but less than 2 years	1
2 years but less than 3 years	2
3 years but less than 4 years	3
4 years but less than 5 years	4
5 years but less than 6 years	6
6 years but less than 7 years	8

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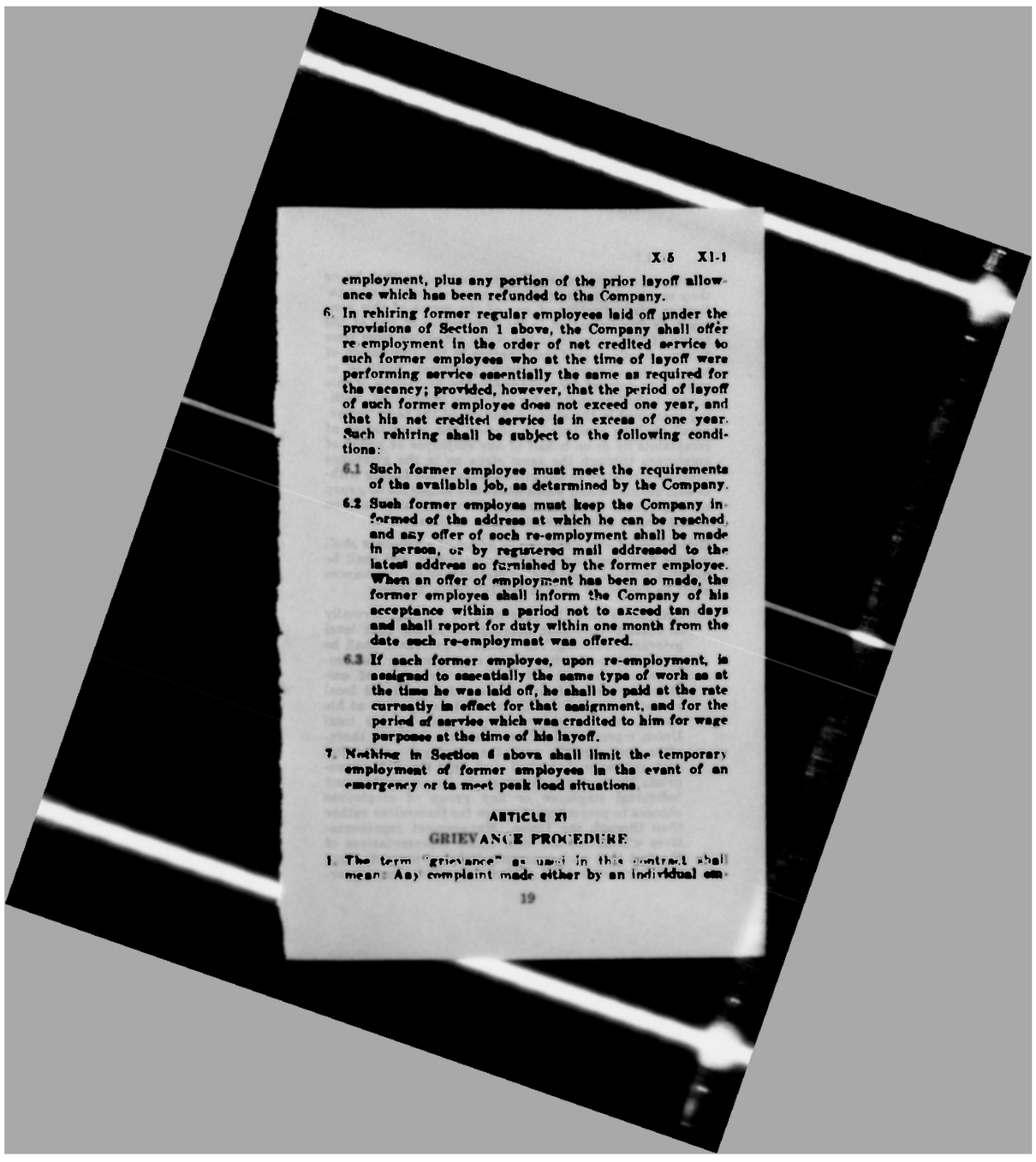
7	years	but less than	8	years		10
8	years	but less than	9	years		12
9	years	but less than	10	years		16
10	years	but less than	11	years		20
11	years	but less than	12	years		24
12	years	but less than	13	years		28
13	years	but less than	14	years		32
14	years	but less than	15	years		36
15	years	but less than	15	years		40
15	years	but less than	17	years		44
17	years	but less than	18	years		48
18	years	but less than	19	years		52
19	years	but less than	20	years		56
20	years	but less than	21	years		60

For employees with 21 or more years of net credited service, an additional four weeks' pay at current wage rate will be made for each additional completed year of service

3. Any vacation payment for which the employee is eligible will be made in addition to the layoff allowance.

4. If an employee who has received a layoff allowance is reengaged, and the number of weeks since the effective date of leaving is less than the number of weeks' pay upon which the layoff allowance was based, exclusive of any payment in lieu of vacation, the amount paid to the employee for the excess number of weeks shall be considered as an advance to the employee by the Company and repayment of this amount shall be made at the time of re-employment, or through payroll deductions each payroll period at the rate of at least ten (10) per cent of the employee's basic wage rate until the amount is fully repaid

5. If an employee who has been laid off and given a layoff allowance is subsequently re employed and again laid the layoff allowance in the case of the second layoff or of any subsequent layoff shall be based upon the length of continuous service since the date of last re-



X-5 X1-1

employment, plus any portion of the prior layoff allowance which has been refunded to the Company.

6. In rehiring former regular employees laid off under the provisions of Section 1 above, the Company shall offer re employment in the order of net credited service to such former employees who at the time of layoff were performing service essentially the same as required for the vacancy; provided, however, that the period of layoff of such former employee does not exceed one year, and that his net credited service is in excess of one year. Such rehiring shall be subject to the following conditions:

6.1 Such former employee must meet the requirements of the available job, as determined by the Company.

6.2 Such former employee must keep the Company informed of the address at which he can be reached, and any offer of such re-employment shall be made in person, or by registered mail addressed to the latest address so furnished by the former employee. When an offer of employment has been so made, the former employee shall inform the Company of his acceptance within a period not to exceed ten days and shall report for duty within one month from the date such re-employment was offered.

6.3 If such former employee, upon re-employment, is assigned to essentially the same type of work as at the time he was laid off, he shall be paid at the rate currently in effect for that assignment, and for the period of service which was credited to him for wage purposes at the time of his layoff.

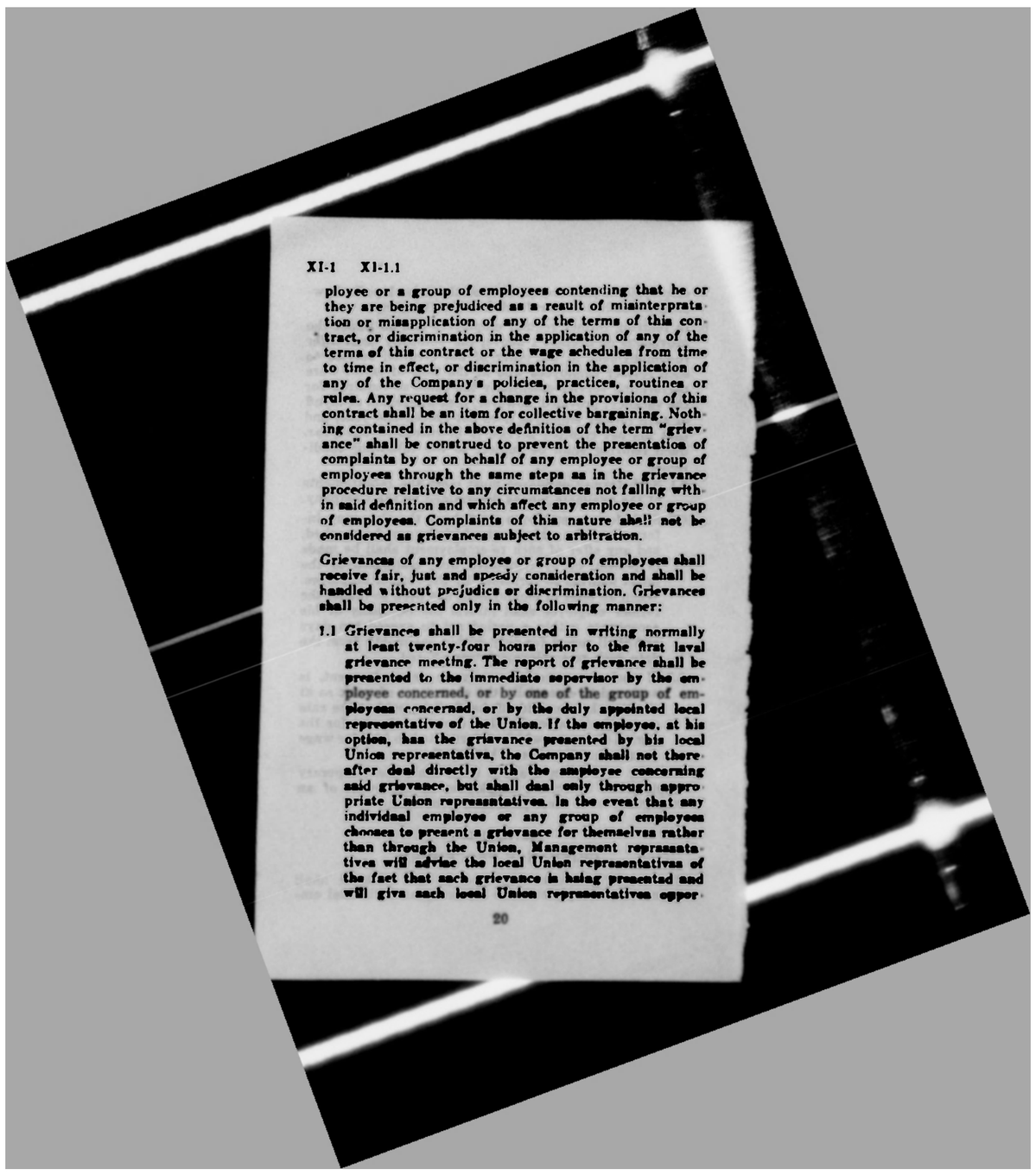
7. Nothing in Section 6 above shall limit the temporary employment of former employees in the event of an emergency or to meet peak load situations.

ARTICLE XI

GRIEVANCE PROCEDURE

1. The term "grievance" as used in this contract shall mean: Any complaint made either by an individual em-

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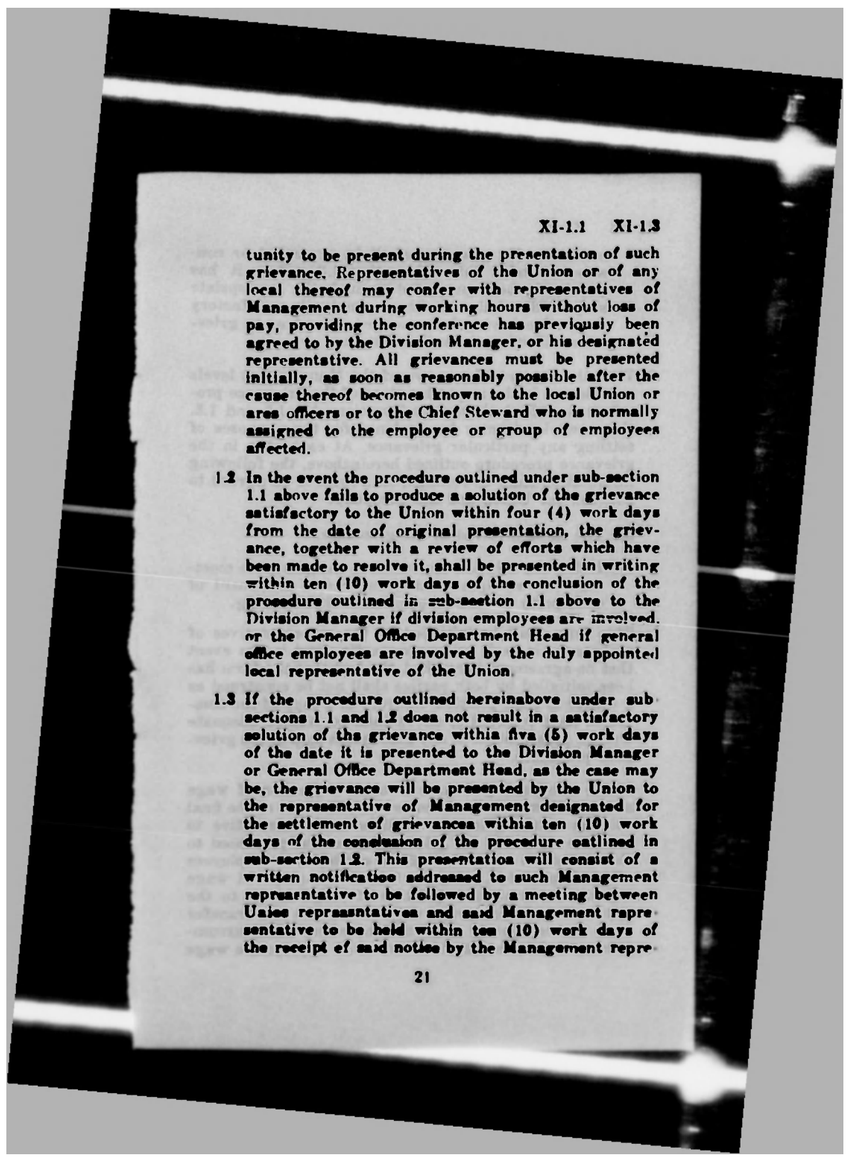
XI-1 XI-1.1

ployee or a group of employees contending that he or they are being prejudiced as a result of misinterpretation or misapplication of any of the terms of this contract, or discrimination in the application of any of the terms of this contract or the wage schedules from time to time in effect, or discrimination in the application of any of the Company's policies, practices, routines or rules. Any request for a change in the provisions of this contract shall be an item for collective bargaining. Nothing contained in the above definition of the term "grievance" shall be construed to prevent the presentation of complaints by or on behalf of any employee or group of employees through the same steps as in the grievance procedure relative to any circumstances not falling within said definition and which affect any employee or group of employees. Complaints of this nature shall not be considered as grievances subject to arbitration.

Grievances of any employee or group of employees shall receive fair, just and speedy consideration and shall be handled without prejudice or discrimination. Grievances shall be presented only in the following manner:

1.1 Grievances shall be presented in writing normally at least twenty-four hours prior to the first level grievance meeting. The report of grievance shall be presented to the immediate supervisor by the employee concerned, or by one of the group of employees concerned, or by the duly appointed local representative of the Union. If the employee, at his option, has the grievance presented by his local Union representative, the Company shall not thereafter deal directly with the employee concerning said grievance, but shall deal only through appropriate Union representatives. In the event that any individual employee or any group of employees chooses to present a grievance for themselves rather than through the Union, Management representatives will advise the local Union representatives of the fact that such grievance is being presented and will give such local Union representatives oppor-

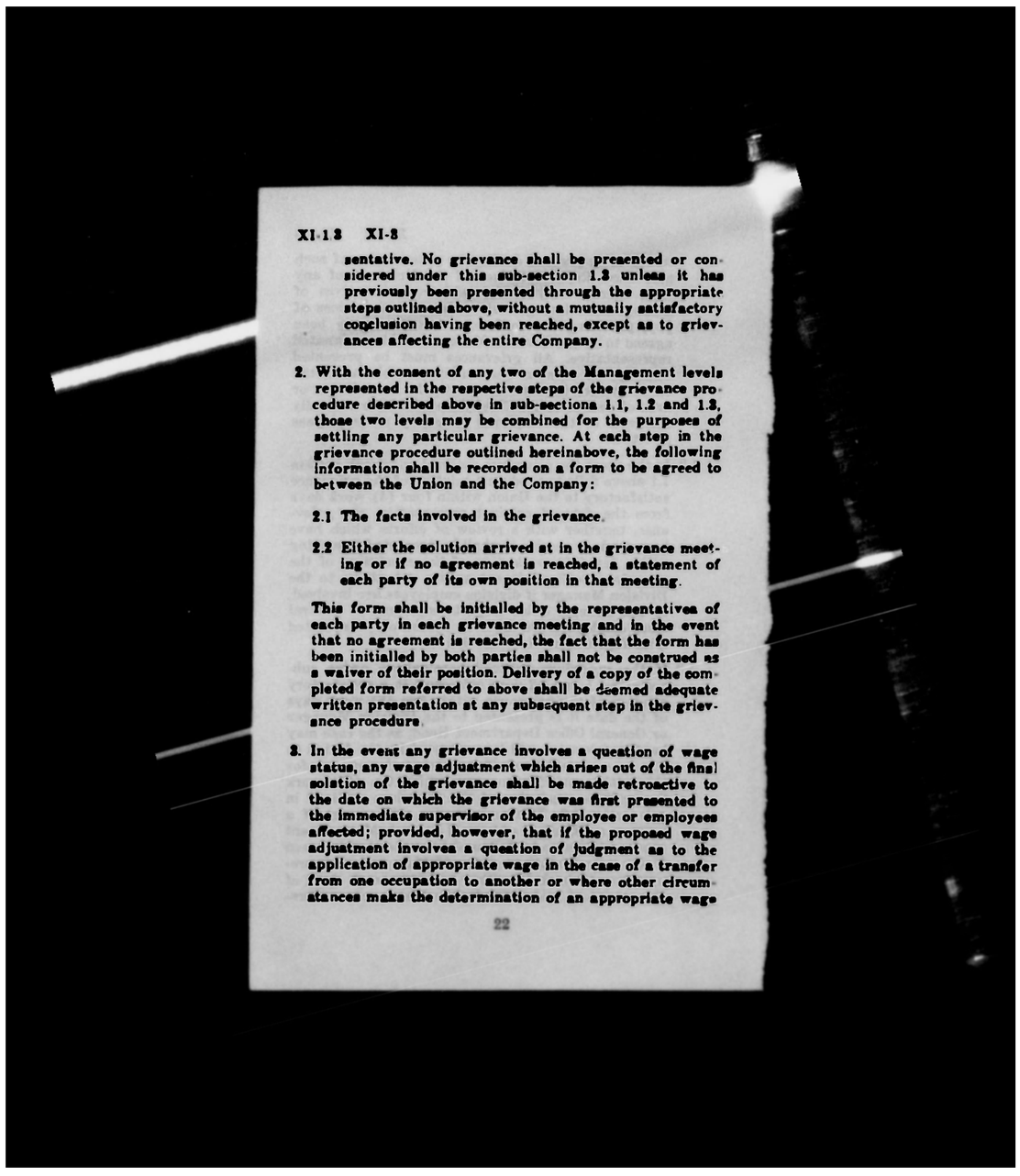
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tunity to be present during the presentation of such grievance. Representatives of the Union or of any local thereof may confer with representatives of Management during working hours without loss of pay, providing the conference has previously been agreed to by the Division Manager, or his designated representative. All grievances must be presented initially, as soon as reasonably possible after the cause thereof becomes known to the local Union or area officers or to the Chief Steward who is normally assigned to the employee or group of employees affected.

1.2 In the event the procedure outlined under sub-section 1.1 above fails to produce a solution of the grievance satisfactory to the Union within four (4) work days from the date of original presentation, the grievance, together with a review of efforts which have been made to resolve it, shall be presented in writing within ten (10) work days of the conclusion of the procedure outlined in sub-section 1.1 above to the Division Manager if division employees are involved, or the General Office Department Head if general office employees are involved by the duly appointed local representative of the Union.

1.3 If the procedure outlined hereinabove under sub sections 1.1 and 1.2 does not result in a satisfactory solution of the grievance within five (5) work days of the date it is presented to the Division Manager or General Office Department Head, as the case may be, the grievance will be presented by the Union to the representative of Management designated for the settlement of grievances within ten (10) work days of the conclusion of the procedure outlined in sub-section 1.2. This presentation will consist of a written notification addressed to such Management representative to be followed by a meeting between Union representatives and said Management representative to be held within ten (10) work days of the receipt of said notice by the Management repre-



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sentative. No grievance shall be presented or considered under this sub-section 1.3 unless it has previously been presented through the appropriate steps outlined above, without a mutually satisfactory conclusion having been reached, except as to grievances affecting the entire Company.

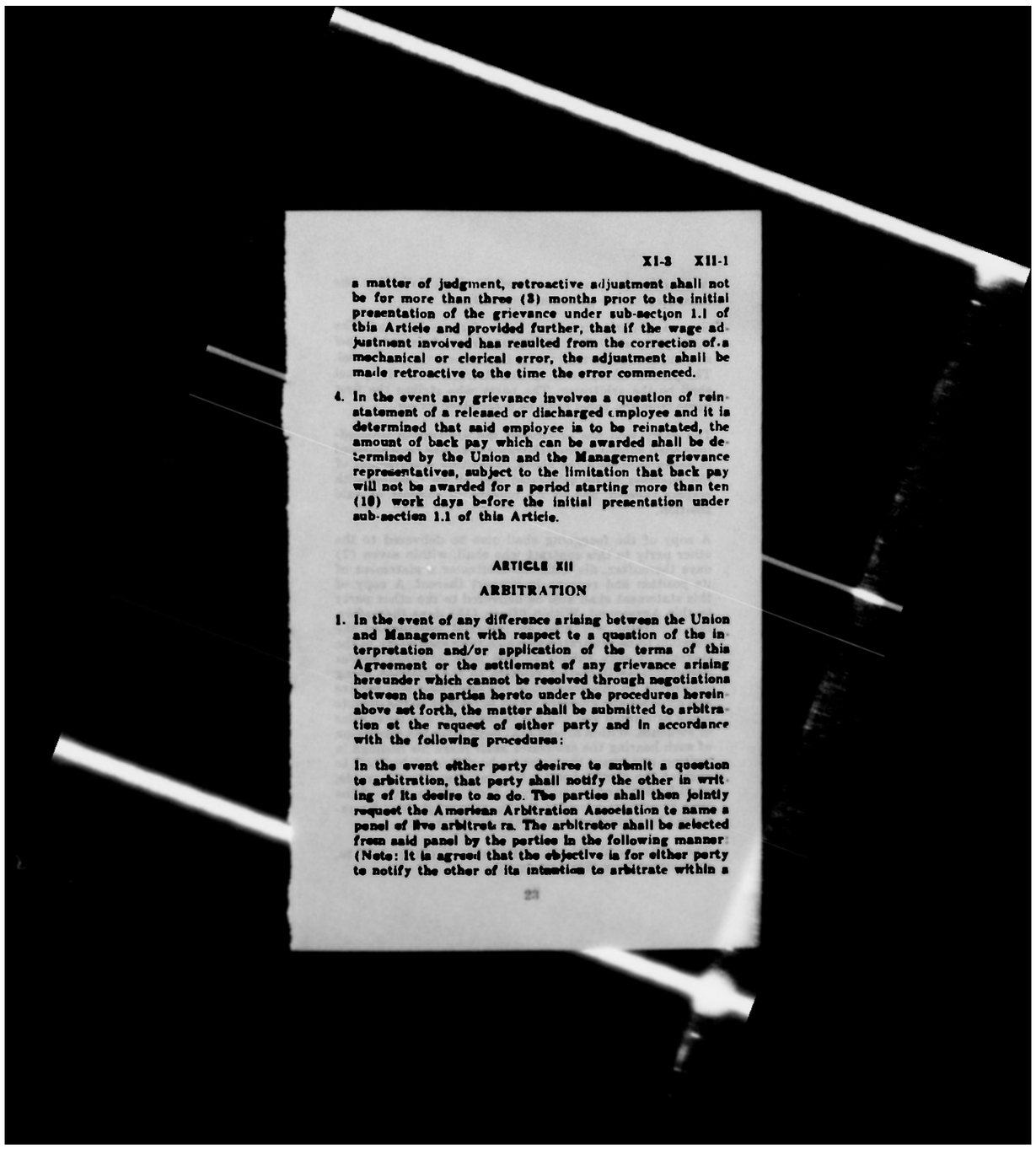
2. With the consent of any two of the Management levels represented in the respective steps of the grievance procedure described above in sub-sections 1.1, 1.2 and 1.3, those two levels may be combined for the purposes of settling any particular grievance. At each step in the grievance procedure outlined hereinabove, the following information shall be recorded on a form to be agreed to between the Union and the Company:

2.1 The facts involved in the grievance.

2.2 Either the solution arrived at in the grievance meeting or if no agreement is reached, a statement of each party of its own position in that meeting.

This form shall be initialled by the representatives of each party in each grievance meeting and in the event that no agreement is reached, the fact that the form has been initialled by both parties shall not be construed as a waiver of their position. Delivery of a copy of the completed form referred to above shall be deemed adequate written presentation at any subsequent step in the grievance procedure.

3. In the event any grievance involves a question of wage status, any wage adjustment which arises out of the final solution of the grievance shall be made retroactive to the date on which the grievance was first presented to the immediate supervisor of the employee or employees affected; provided, however, that if the proposed wage adjustment involves a question of judgment as to the application of appropriate wage in the case of a transfer from one occupation to another or where other circumstances make the determination of an appropriate wage



XI-3 XII-1

a matter of judgment, retroactive adjustment shall not be for more than three (3) months prior to the initial presentation of the grievance under sub-section 1.1 of this Article and provided further, that if the wage adjustment involved has resulted from the correction of a mechanical or clerical error, the adjustment shall be made retroactive to the time the error commenced.

4. In the event any grievance involves a question of reinstatement of a released or discharged employee and it is determined that said employee is to be reinstated, the amount of back pay which can be awarded shall be determined by the Union and the Management grievance representatives, subject to the limitation that back pay will not be awarded for a period starting more than ten (10) work days before the initial presentation under sub-section 1.1 of this Article.

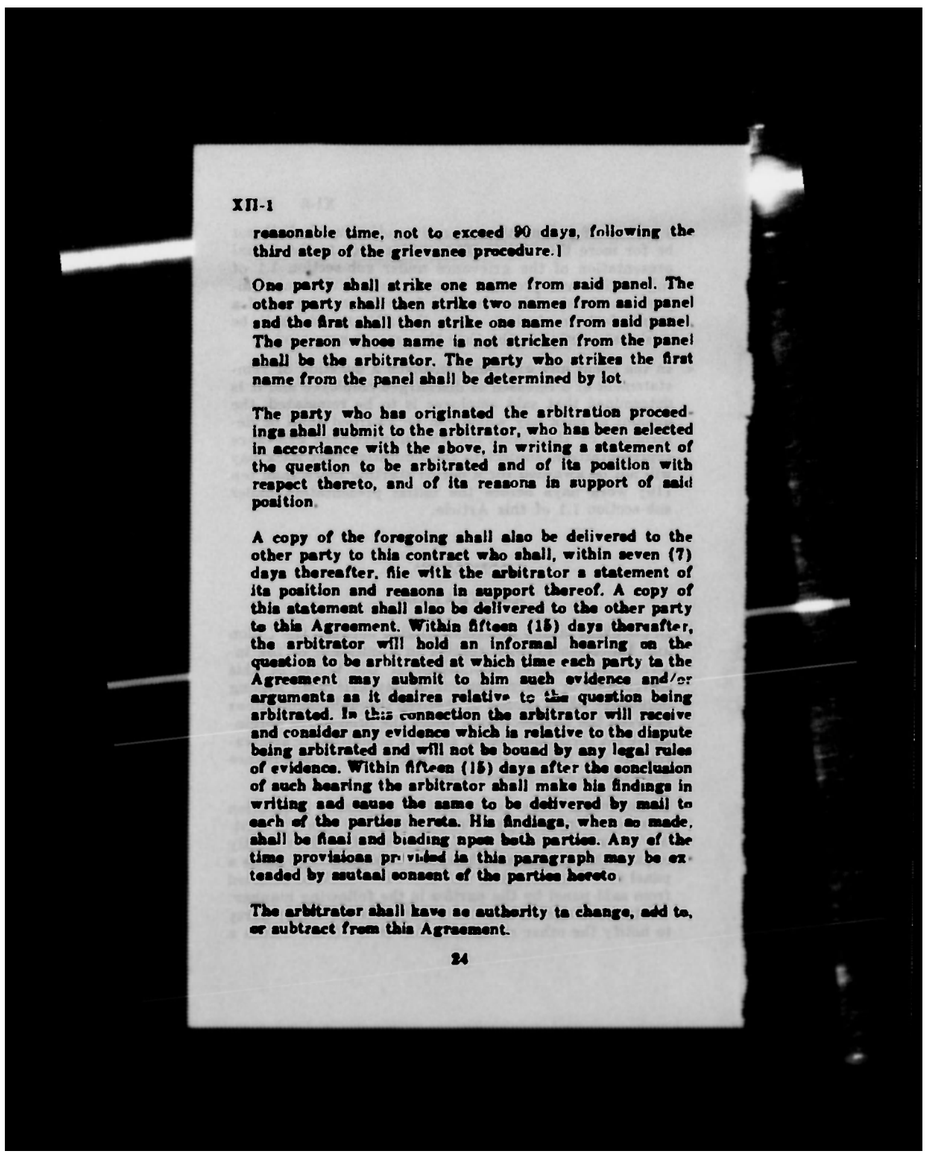
ARTICLE XII

ARBITRATION

1. In the event of any difference arising between the Union and Management with respect to a question of the interpretation and/or application of the terms of this Agreement or the settlement of any grievance arising hereunder which cannot be resolved through negotiations between the parties hereto under the procedures hereinabove set forth, the matter shall be submitted to arbitration at the request of either party and in accordance with the following procedures:

In the event either party desires to submit a question to arbitration, that party shall notify the other in writing of its desire to so do. The parties shall then jointly request the American Arbitration Association to name a panel of five arbitrators. The arbitrator shall be selected from said panel by the parties in the following manner: (Note: It is agreed that the objective is for either party to notify the other of its intention to arbitrate within a

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reasonable time, not to exceed 90 days, following the third step of the grievance procedure.]

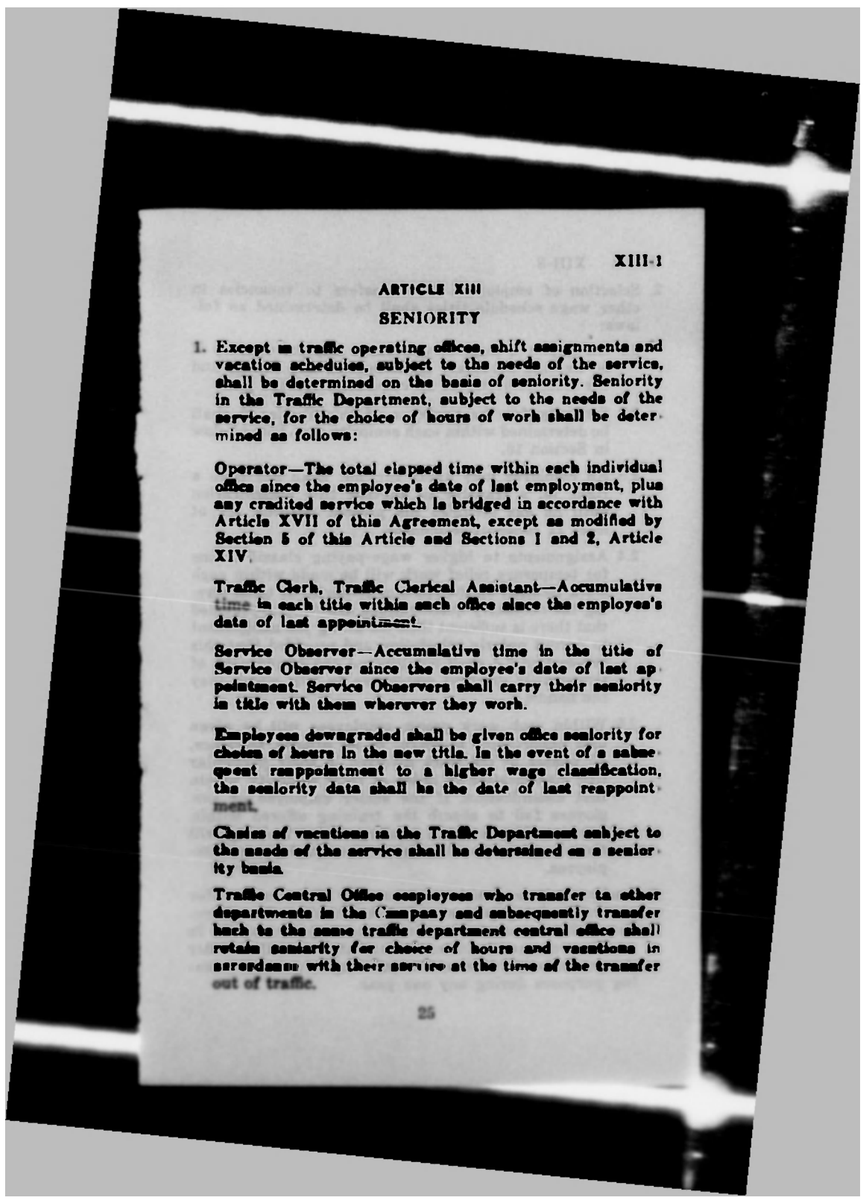
One party shall strike one name from said panel. The other party shall then strike two names from said panel and the first shall then strike one name from said panel. The person whose name is not stricken from the panel shall be the arbitrator. The party who strikes the first name from the panel shall be determined by lot.

The party who has originated the arbitration proceedings shall submit to the arbitrator, who has been selected in accordance with the above, in writing a statement of the question to be arbitrated and of its position with respect thereto, and of its reasons in support of said position.

A copy of the foregoing shall also be delivered to the other party to this contract who shall, within seven (7) days thereafter, file with the arbitrator a statement of its position and reasons in support thereof. A copy of this statement shall also be delivered to the other party to this Agreement. Within fifteen (15) days thereafter, the arbitrator will hold an informal hearing on the question to be arbitrated at which time each party to the Agreement may submit to him such evidence and/or arguments as it desires relative to the question being arbitrated. In this connection the arbitrator will receive and consider any evidence which is relative to the dispute being arbitrated and will not be bound by any legal rules of evidence. Within fifteen (15) days after the conclusion of such hearing the arbitrator shall make his findings in writing and cause the same to be delivered by mail to each of the parties hereto. His findings, when so made, shall be final and binding upon both parties. Any of the time provisions provided in this paragraph may be extended by mutual consent of the parties hereto.

The arbitrator shall have no authority to change, add to, or subtract from this Agreement.

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ARTICLE XIII

SENIORITY

1. Except in traffic operating offices, shift assignments and vacation schedules, subject to the needs of the service, shall be determined on the basis of seniority. Seniority in the Traffic Department, subject to the needs of the service, for the choice of hours of work shall be determined as follows:

Operator—The total elapsed time within each individual office since the employee's date of last employment, plus any credited service which is bridged in accordance with Article XVII of this Agreement, except as modified by Section 5 of this Article and Sections 1 and 2, Article XIV.

Traffic Clerk, Traffic Clerical Assistant—Accumulative time in each title within each office since the employee's date of last appointment.

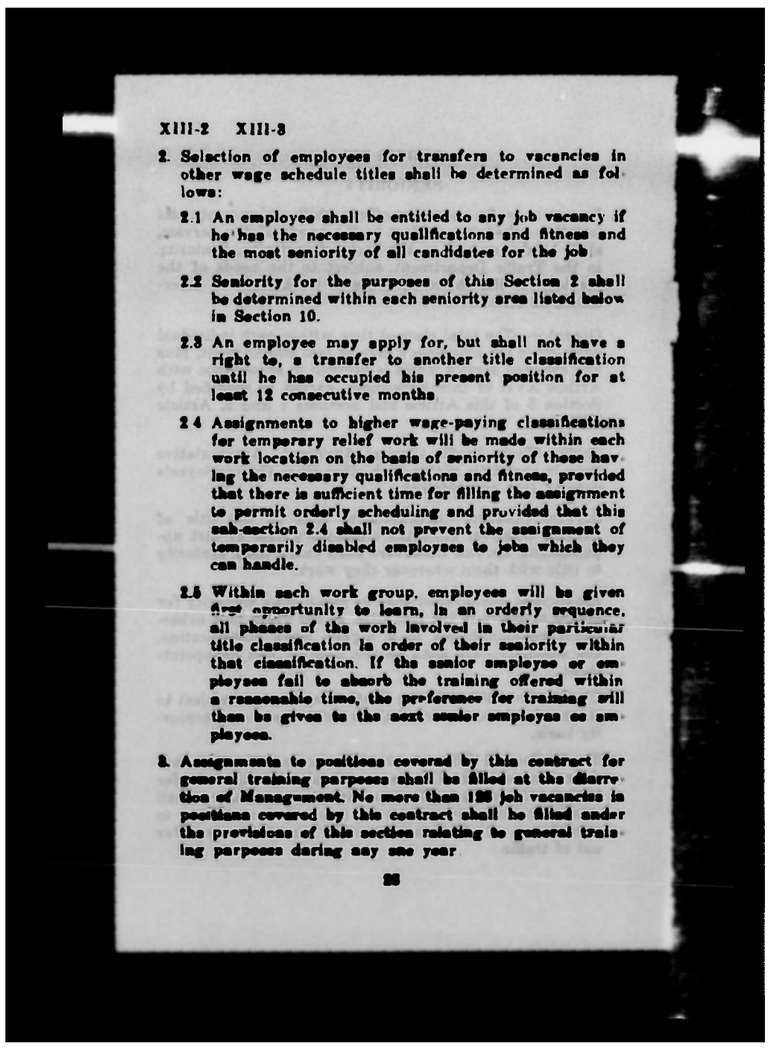
Service Observer—Accumulative time in the title of Service Observer since the employee's date of last appointment. Service Observers shall carry their seniority in title with them wherever they work.

Employees downgraded shall be given office seniority for choice of hours in the new title. In the event of a subsequent reappointment to a higher wage classification, the seniority date shall be the date of last reappointment.

Choice of vacations in the Traffic Department subject to the needs of the service shall be determined on a seniority basis.

Traffic Central Office employees who transfer to other departments in the Company and subsequently transfer back to the same traffic department central office shall retain seniority for choice of hours and vacations in accordance with their service at the time of the transfer out of traffic.

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2. Selection of employees for transfers to vacancies in other wage schedule titles shall be determined as follows:

2.1 An employee shall be entitled to any job vacancy if he has the necessary qualifications and fitness and the most seniority of all candidates for the job.

2.2 Seniority for the purposes of this Section 2 shall be determined within each seniority area listed below in Section 10.

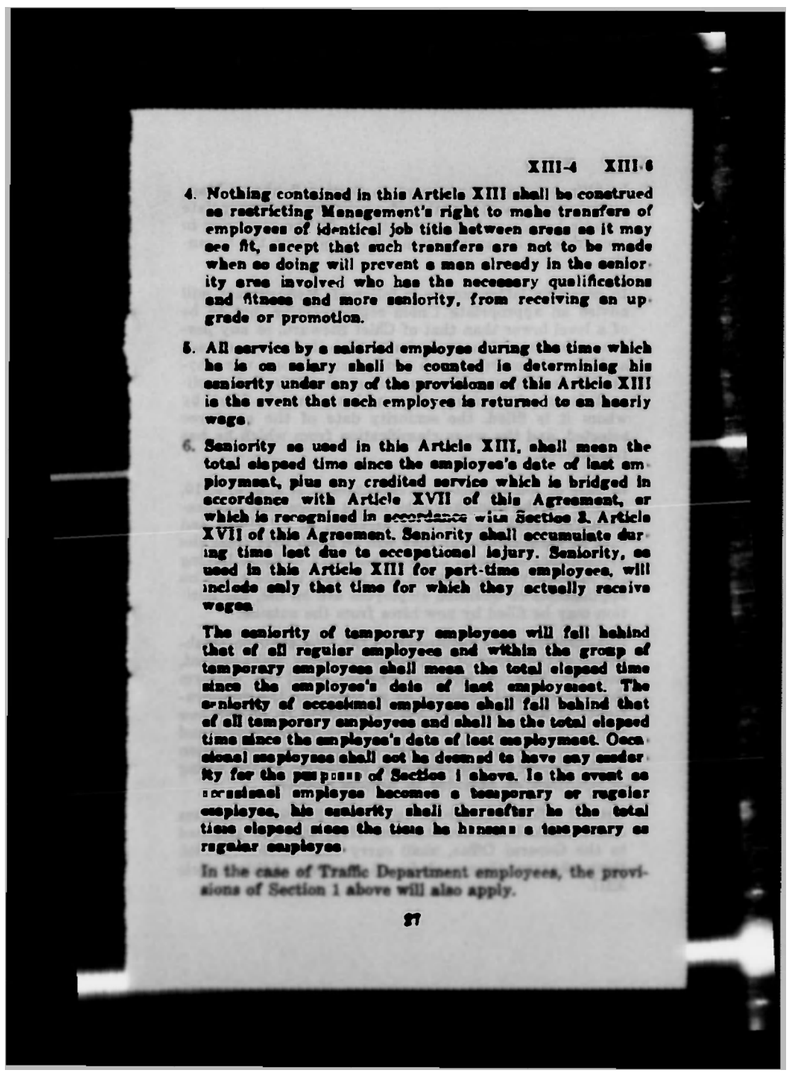
2.3 An employee may apply for, but shall not have a right to, a transfer to another title classification until he has occupied his present position for at least 12 consecutive months.

2.4 Assignments to higher wage-paying classifications for temporary relief work will be made within each work location on the basis of seniority of those having the necessary qualifications and fitness, provided that there is sufficient time for filling the assignment to permit orderly scheduling and provided that this sub-section 2.4 shall not prevent the assignment of temporarily disabled employees to jobs which they can handle.

2.5 Within each work group, employees will be given first opportunity to learn, in an orderly sequence, all phases of the work involved in their particular title classification in order of their seniority within that classification. If the senior employee or employees fail to absorb the training offered within a reasonable time, the preference for training will then be given to the next senior employee or employees.

3. Assignments to positions covered by this contract for general training purposes shall be filled at the discretion of Management. No more than 125 job vacancies in positions covered by this contract shall be filled under the provisions of this section relating to general training purposes during any one year.

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4. Nothing contained in this Article XIII shall be construed as restricting Management's right to make transfers of employees of identical job title between areas as it may see fit, except that such transfers are not to be made when so doing will prevent a man already in the seniority area involved who has the necessary qualifications and fitness and more seniority, from receiving an upgrade or promotion.

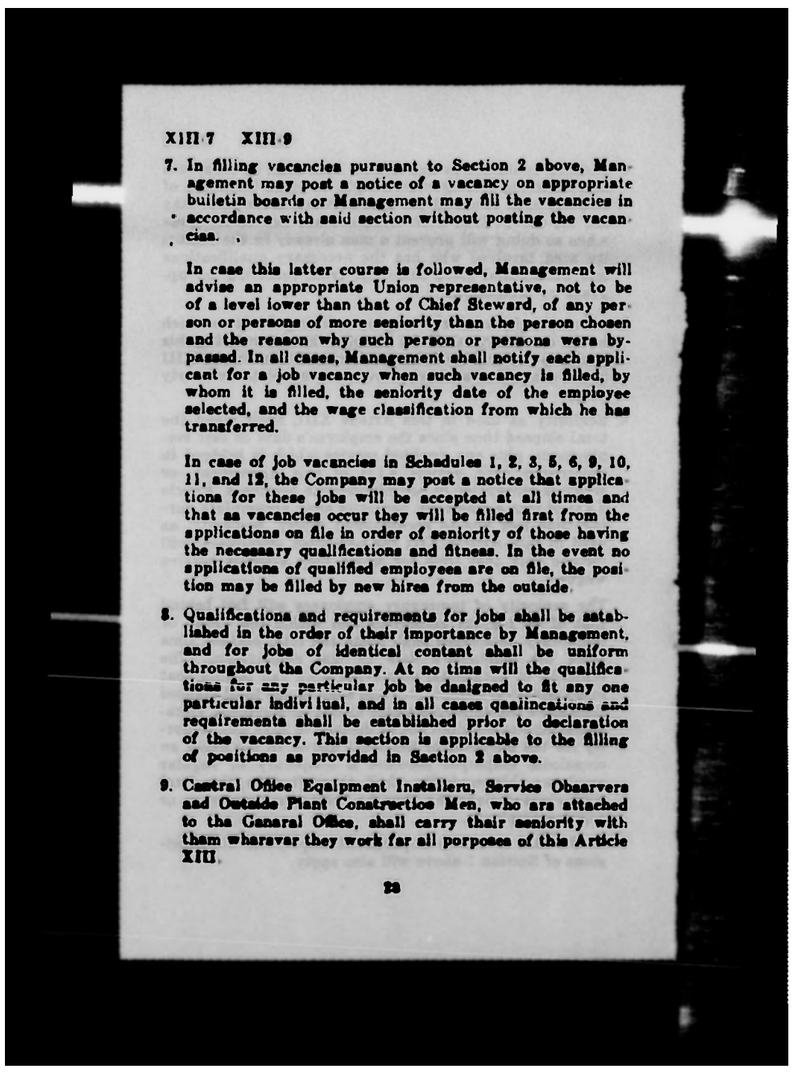
5. All service by a salaried employee during the time which he is on salary shall be counted in determining his seniority under any of the provisions of this Article XIII in the event that such employee is returned to an hourly wage.

6. Seniority as used in this Article XIII, shall mean the total elapsed time since the employee's date of last employment, plus any credited service which is bridged in accordance with Article XVII of this Agreement, or which is recognized in accordance with Section 3, Article XVII of this Agreement. Seniority shall accumulate during time lost due to occupational injury. Seniority, as used in this Article XIII for part-time employees, will include only that time for which they actually receive wages.

The seniority of temporary employees will fall behind that of all regular employees and within the group of temporary employees shall mean the total elapsed time since the employee's date of last employment. The seniority of occasional employees shall fall behind that of all temporary employees and shall be the total elapsed time since the employee's date of last employment. Occasional employees shall not be deemed to have any seniority for the purposes of Section 1 above. In the event an occasional employee becomes a temporary or regular employee, his seniority shall thereafter be the total time elapsed since the time he became a temporary or regular employee.

In the case of Traffic Department employees, the provisions of Section 1 above will also apply.

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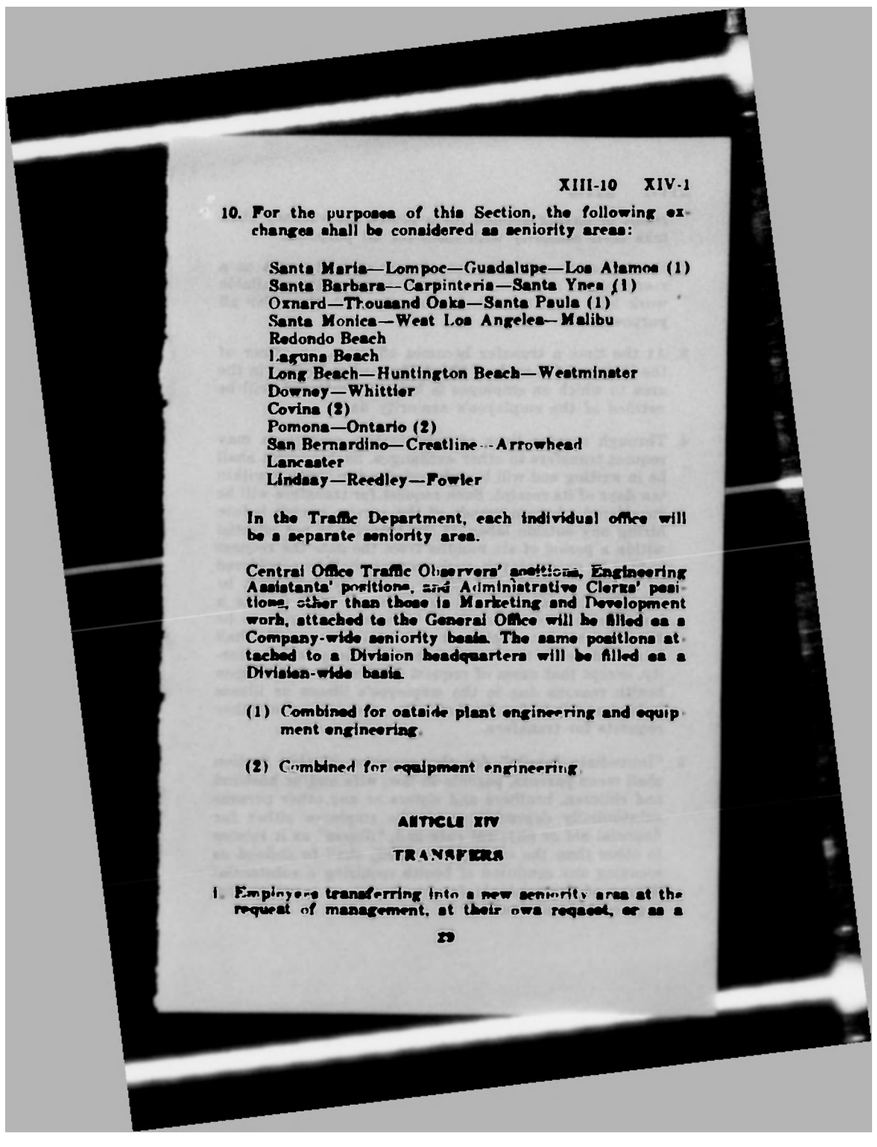
7. In filling vacancies pursuant to Section 2 above, Management may post a notice of a vacancy on appropriate bulletin boards or Management may fill the vacancies in accordance with said section without posting the vacancies.

In case this latter course is followed, Management will advise an appropriate Union representative, not to be of a level lower than that of Chief Steward, of any person or persons of more seniority than the person chosen and the reason why such person or persons were bypassed. In all cases, Management shall notify each applicant for a job vacancy when such vacancy is filled, by whom it is filled, the seniority date of the employee selected, and the wage classification from which he has transferred.

In case of job vacancies in Schedules 1, 2, 3, 5, 6, 9, 10, 11, and 12, the Company may post a notice that applications for these jobs will be accepted at all times and that as vacancies occur they will be filled first from the applications on file in order of seniority of those having the necessary qualifications and fitness. In the event no applications of qualified employees are on file, the position may be filled by new hires from the outside.

8. Qualifications and requirements for jobs shall be established in the order of their importance by Management, and for jobs of identical content shall be uniform throughout the Company. At no time will the qualifications for any particular job be designed to fit any one particular individual, and in all cases qualifications and requirements shall be established prior to declaration of the vacancy. This section is applicable to the filling of positions as provided in Section 2 above.

9. Central Office Equipment Installers, Service Observers and Outside Plant Construction Men, who are attached to the General Office, shall carry their seniority with them wherever they work for all porposes of this Article XIII.



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10. For the purposes of this Section, the following exchanges shall be considered as seniority areas:

Santa Maria—Lompoc—Guadalupe—Los Alamos (1)
Santa Barbara—Carpinteria—Santa Ynez (1)
Oxnard—Thousand Oaks—Santa Paula (1)
Santa Monica—West Los Angeles—Malibu
Redondo Beach
Laguna Beach
Long Beach—Huntington Beach—Westminster
Downey—Whittier
Covina (2)
Pomona—Ontario (2)
San Bernardino—Crestline—Arrowhead
Lancaster
Lindsay—Reedley—Fowler

In the Traffic Department, each individual office will be a separate seniority area.

Central Office Traffic Observers' positions, Engineering Assistants' positions, and Administrative Clerks' positions, other than those in Marketing and Development work, attached to the General Office will be filled on a Company-wide seniority basis. The same positions attached to a Division headquarters will be filled on a Division-wide basis.

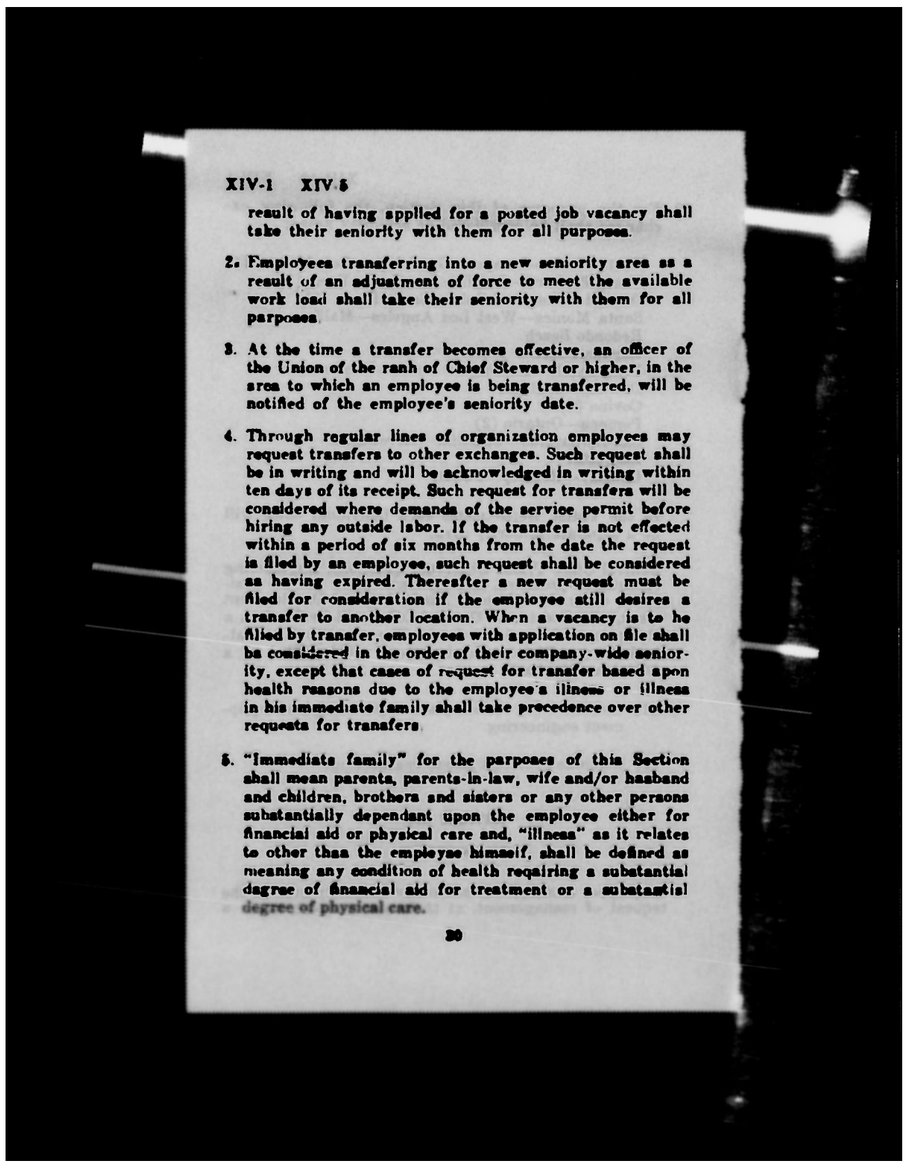
(1) Combined for outside plant engineering and equipment engineering.

(2) Combined for equipment engineering.

ARTICLE XIV

TRANSFERS

1. Employees transferring into a new seniority area at the request of management, at their own request, or as a



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result of having applied for a posted job vacancy shall take their seniority with them for all purposes.

2. Employees transferring into a new seniority area as a result of an adjustment of force to meet the available work load shall take their seniority with them for all purposes.

3. At the time a transfer becomes effective, an officer of the Union of the rank of Chief Steward or higher, in the area to which an employee is being transferred, will be notified of the employee's seniority date.

4. Through regular lines of organization employees may request transfers to other exchanges. Such request shall be in writing and will be acknowledged in writing within ten days of its receipt. Such request for transfers will be considered where demands of the service permit before hiring any outside labor. If the transfer is not effected within a period of six months from the date the request is filed by an employee, such request shall be considered as having expired. Thereafter a new request must be filed for consideration if the employee still desires a transfer to another location. When a vacancy is to be filled by transfer, employees with application on file shall be considered in the order of their company-wide seniority, except that cases of request for transfer based upon health reasons due to the employee's illness or illness in his immediate family shall take precedence over other requests for transfers.

5. "Immediate family" for the purposes of this Section shall mean parents, parents-in-law, wife and/or husband and children, brothers and sisters or any other persons substantially dependant upon the employee either for financial aid or physical care and, "illness" as it relates to other than the employee himself, shall be defined as meaning any condition of health requiring a substantial degree of financial aid for treatment or a substantial degree of physical care.

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6. Central Office Installers who are permanently assigned to an area and who hold the office of President, Vice President, Secretary and/or Treasurer, in the Union, shall not be transferred from the area unless Central Office Installers are no longer required in the area.

ARTICLE XV

EMPLOYEES

1. The Company will not use temporary, occasional or part-time employees to avoid the employment of regular full-time employees.

2. All new employees shall be considered probationary employees until completion of three months of continuous service. Probationary employees may be terminated during this period at the discretion of Management.

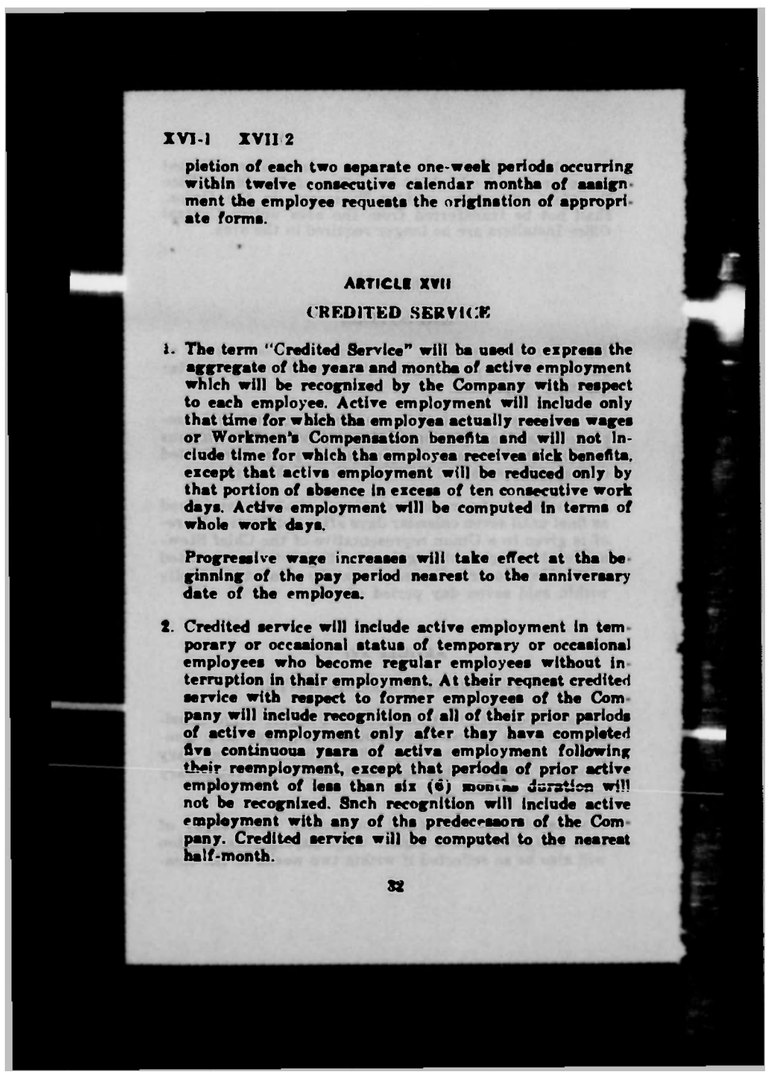
3. No discharge of a regular employee shall be considered as final until seven calendar days after notification thereof is given to a Union representative of the Chief Steward level or higher. Any grievance that is to be presented by the Union over a discharge must be presented initially within said seven day period of time.

ARTICLE XVI

TEMPORARY ASSIGNMENTS

1. Where an employee is assigned to a higher wage classification for a period of two weeks or longer on a temporary basis, the Company will originate the necessary forms to reflect in his personnel records his temporary experience in that job.

Periods of one week (five consecutive work days) of such assignment to a higher wage-paying classification will also be so reflected if within two weeks of the com-



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piction of each two separate one-week periods occurring within twelve consecutive calendar months of assignment the employee requests the origination of appropriate forms.

ARTICLE XVII

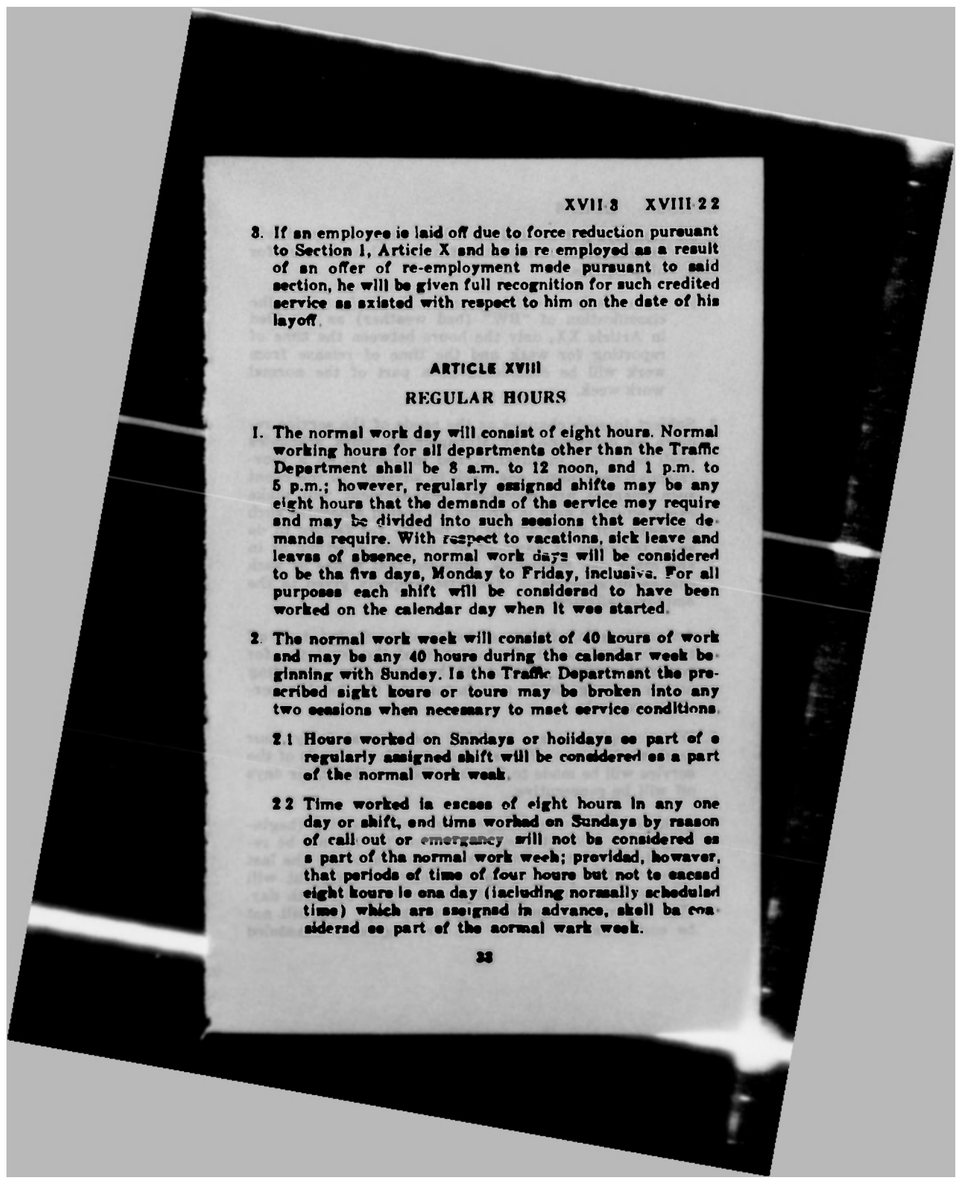
CREDITED SERVICE

1. The term "Credited Service" will be used to express the aggregate of the years and months of active employment which will be recognized by the Company with respect to each employee. Active employment will include only that time for which the employee actually receives wages or Workmen's Compensation benefits and will not include time for which the employee receives sick benefits, except that active employment will be reduced only by that portion of absence in excess of ten consecutive work days. Active employment will be computed in terms of whole work days.

   Progressive wage increases will take effect at the beginning of the pay period nearest to the anniversary date of the employee.

2. Credited service will include active employment in temporary or occasional status of temporary or occasional employees who become regular employees without interruption in their employment. At their request credited service with respect to former employees of the Company will include recognition of all of their prior periods of active employment only after they have completed five continuous years of active employment following their reemployment, except that periods of prior active employment of less than six (6) months duration will not be recognized. Such recognition will include active employment with any of the predecessors of the Company. Credited service will be computed to the nearest half-month.

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3. If an employee is laid off due to force reduction pursuant to Section 1, Article X and he is re employed as a result of an offer of re-employment made pursuant to said section, he will be given full recognition for such credited service as existed with respect to him on the date of his layoff.

ARTICLE XVIII

REGULAR HOURS

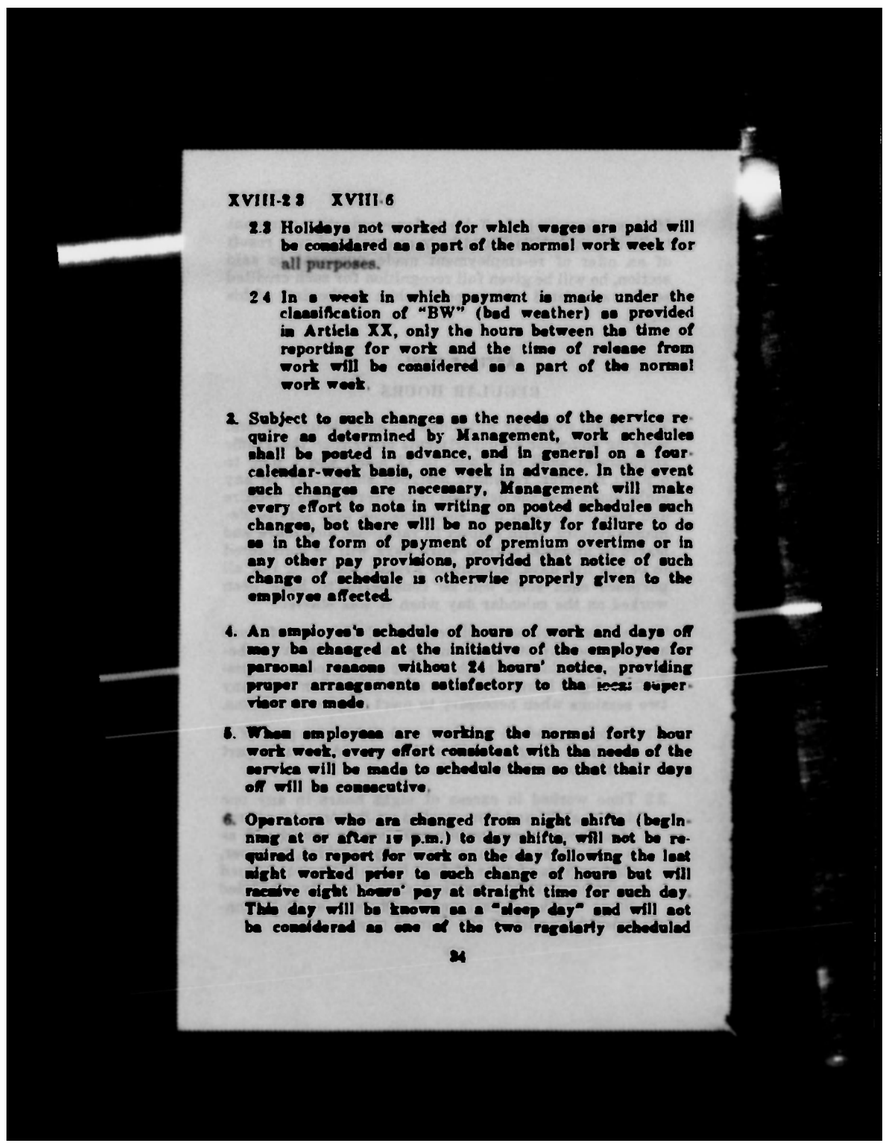
1. The normal work day will consist of eight hours. Normal working hours for all departments other than the Traffic Department shall be 8 a.m. to 12 noon, and 1 p.m. to 5 p.m.; however, regularly assigned shifts may be any eight hours that the demands of the service may require and may be divided into such sessions that service demands require. With respect to vacations, sick leave and leaves of absence, normal work days will be considered to be the five days, Monday to Friday, inclusive. For all purposes each shift will be considered to have been worked on the calendar day when it was started.

2. The normal work week will consist of 40 hours of work and may be any 40 hours during the calendar week beginning with Sunday. In the Traffic Department the prescribed eight hours or tours may be broken into any two sessions when necessary to meet service conditions.

2.1 Hours worked on Sundays or holidays as part of a regularly assigned shift will be considered as a part of the normal work week.

2.2 Time worked in excess of eight hours in any one day or shift, and time worked on Sundays by reason of call out or emergency will not be considered as a part of the normal work week; provided, however, that periods of time of four hours but not to exceed eight hours in one day (including normally scheduled time) which are assigned in advance, shall be considered as part of the normal work week.

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2.3 Holidays not worked for which wages are paid will be considered as a part of the normal work week for all purposes.

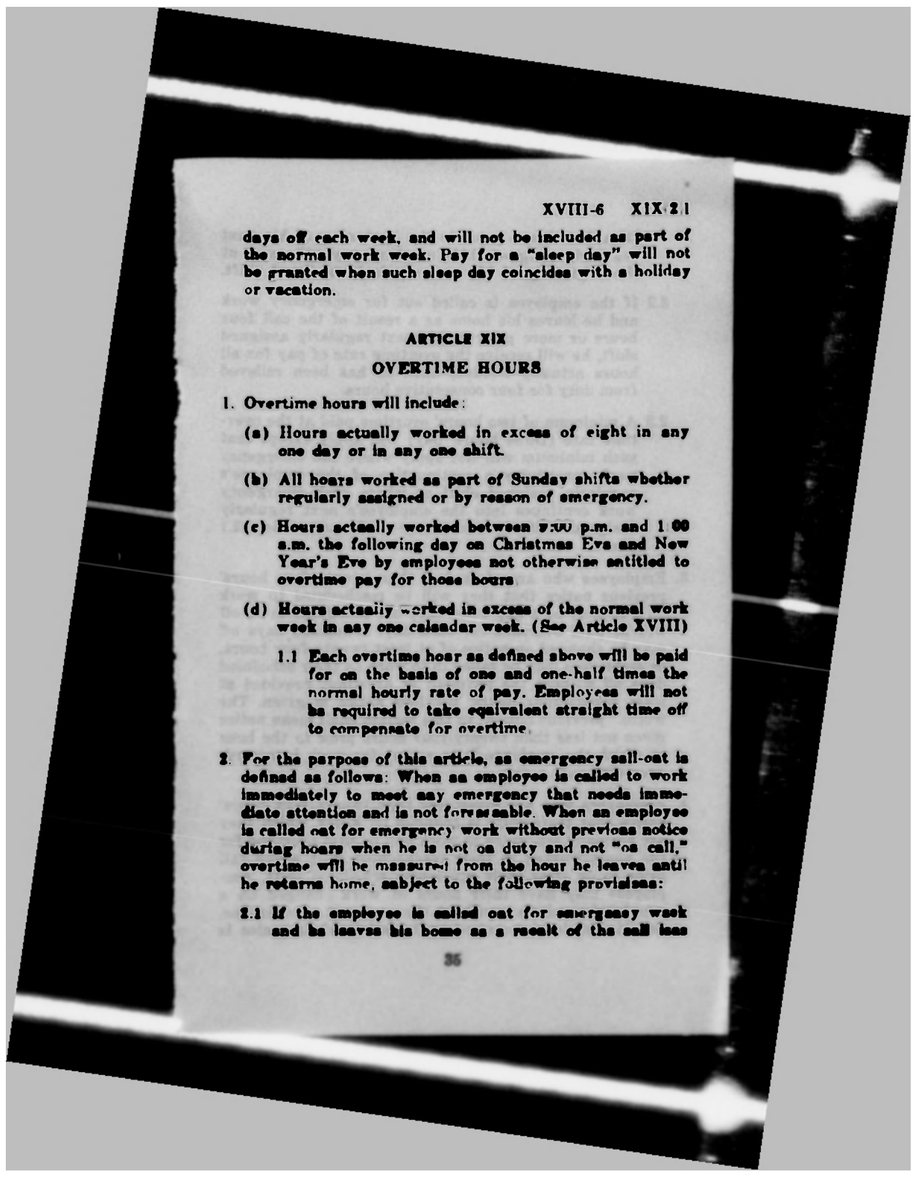
2.4 In a week in which payment is made under the classification of "BW" (bad weather) as provided in Article XX, only the hours between the time of reporting for work and the time of release from work will be considered as a part of the normal work week.

3. Subject to such changes as the needs of the service require as determined by Management, work schedules shall be posted in advance, and in general on a four-calendar-week basis, one week in advance. In the event such changes are necessary, Management will make every effort to note in writing on posted schedules such changes, but there will be no penalty for failure to do so in the form of payment of premium overtime or in any other pay provisions, provided that notice of such change of schedule is otherwise properly given to the employee affected.

4. An employee's schedule of hours of work and days off may be changed at the initiative of the employee for personal reasons without 24 hours' notice, providing proper arrangements satisfactory to the local supervisor are made.

5. When employees are working the normal forty hour work week, every effort consistent with the needs of the service will be made to schedule them so that their days off will be consecutive.

6. Operators who are changed from night shifts (beginning at or after 12 p.m.) to day shifts, will not be required to report for work on the day following the last night worked prior to such change of hours but will receive eight hours' pay at straight time for such day. This day will be known as a "sleep day" and will not be considered as one of the two regularly scheduled



days off each week, and will not be included as part of the normal work week. Pay for a "sleep day" will not be granted when such sleep day coincides with a holiday or vacation.

ARTICLE XIX

OVERTIME HOURS

1. Overtime hours will include:

   (a) Hours actually worked in excess of eight in any one day or in any one shift.

   (b) All hours worked as part of Sunday shifts whether regularly assigned or by reason of emergency.

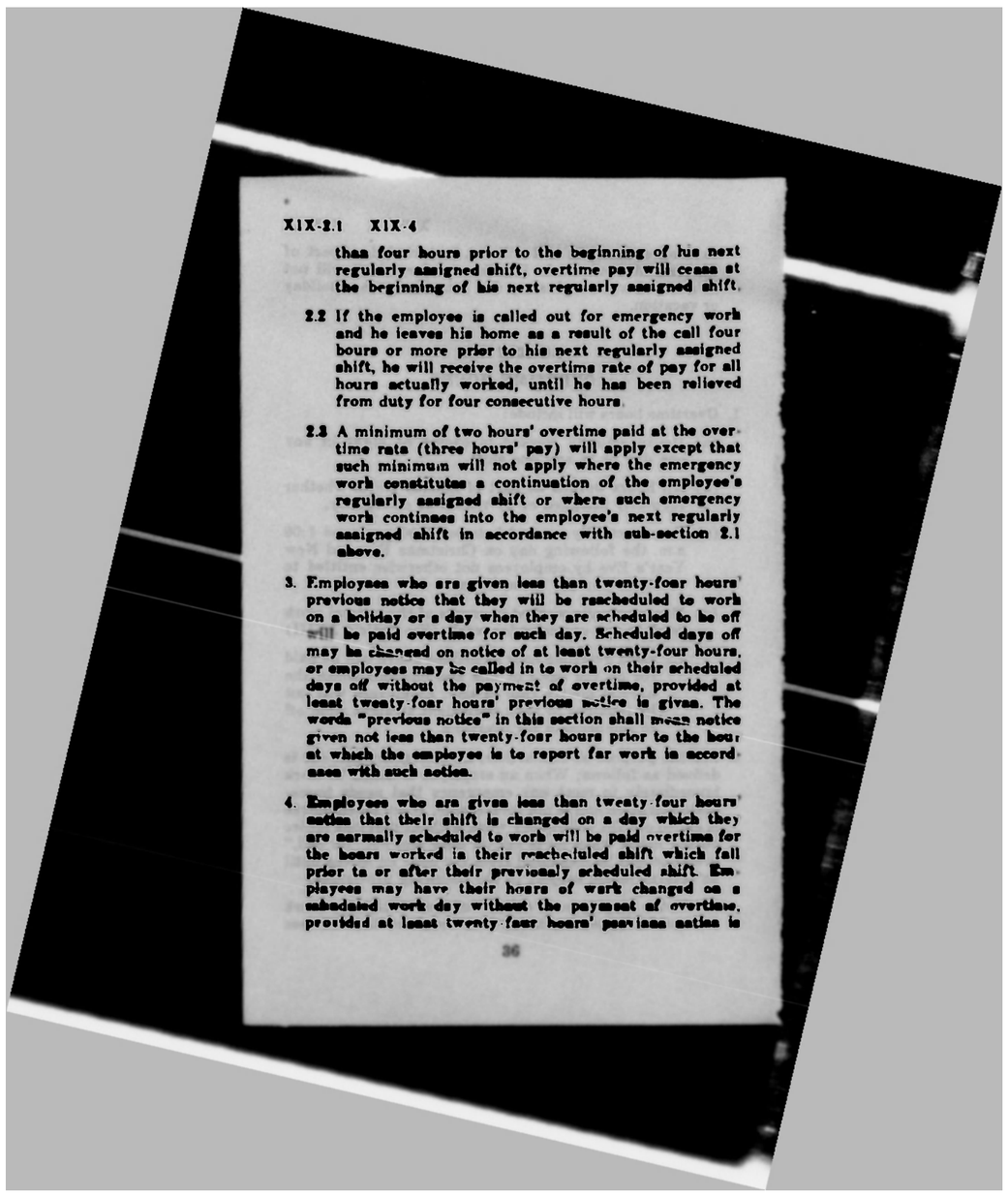
   (c) Hours actually worked between 7:00 p.m. and 1:00 a.m. the following day on Christmas Eve and New Year's Eve by employees not otherwise entitled to overtime pay for those hours.

   (d) Hours actually worked in excess of the normal work week in any one calendar week. (See Article XVIII)

   1.1 Each overtime hour as defined above will be paid for on the basis of one and one-half times the normal hourly rate of pay. Employees will not be required to take equivalent straight time off to compensate for overtime.

2. For the purpose of this article, an emergency call-out is defined as follows: When an employee is called to work immediately to meet any emergency that needs immediate attention and is not foreseeable. When an employee is called out for emergency work without previous notice during hours when he is not on duty and not "on call," overtime will be measured from the hour he leaves until he returns home, subject to the following provisions:

   2.1 If the employee is called out for emergency work and he leaves his home as a result of the call less



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than four hours prior to the beginning of his next regularly assigned shift, overtime pay will cease at the beginning of his next regularly assigned shift.

2.2 If the employee is called out for emergency work and he leaves his home as a result of the call four hours or more prior to his next regularly assigned shift, he will receive the overtime rate of pay for all hours actually worked, until he has been relieved from duty for four consecutive hours.

2.3 A minimum of two hours' overtime paid at the overtime rate (three hours' pay) will apply except that such minimum will not apply where the emergency work constitutes a continuation of the employee's regularly assigned shift or where such emergency work continues into the employee's next regularly assigned shift in accordance with sub-section 2.1 above.

3. Employees who are given less than twenty-four hours' previous notice that they will be rescheduled to work on a holiday or a day when they are scheduled to be off will be paid overtime for such day. Scheduled days off may be changed on notice of at least twenty-four hours, or employees may be called in to work on their scheduled days off without the payment of overtime, provided at least twenty-four hours' previous notice is given. The words "previous notice" in this section shall mean notice given not less than twenty-four hours prior to the hour at which the employee is to report for work in accordance with such notice.

4. Employees who are given less than twenty-four hours' notice that their shift is changed on a day which they are normally scheduled to work will be paid overtime for the hours worked in their rescheduled shift which fall prior to or after their previously scheduled shift. Employees may have their hours of work changed on a scheduled work day without the payment of overtime, provided at least twenty-four hours' previous notice is

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given. The words "previous notice" as used in this section shall mean notice given not less than twenty-four hours prior to the hour at which the employee is rescheduled to report for work or the hour at which his previously scheduled shift would have commenced, whichever is earlier.

5. Traffic employees working short hour tours shall be paid at their regular hourly rate of pay for time worked beyond their normal tour except that when such extra work time falls on a Sunday, holiday, sixth day worked in the week, or is in excess of forty hours in the workweek, the authorized premium rate of pay shall be paid. Time worked in excess of forty hours in the workweek, and time worked on the sixth day of the week after five full tours, or the equivalent thereof, have been worked, shall be paid for at the rate of one and one-half hours' pay for each such hour worked.

Time paid for but not worked, excluding holidays and grievance time, shall not be included when determining these amounts of overtime to be paid for.

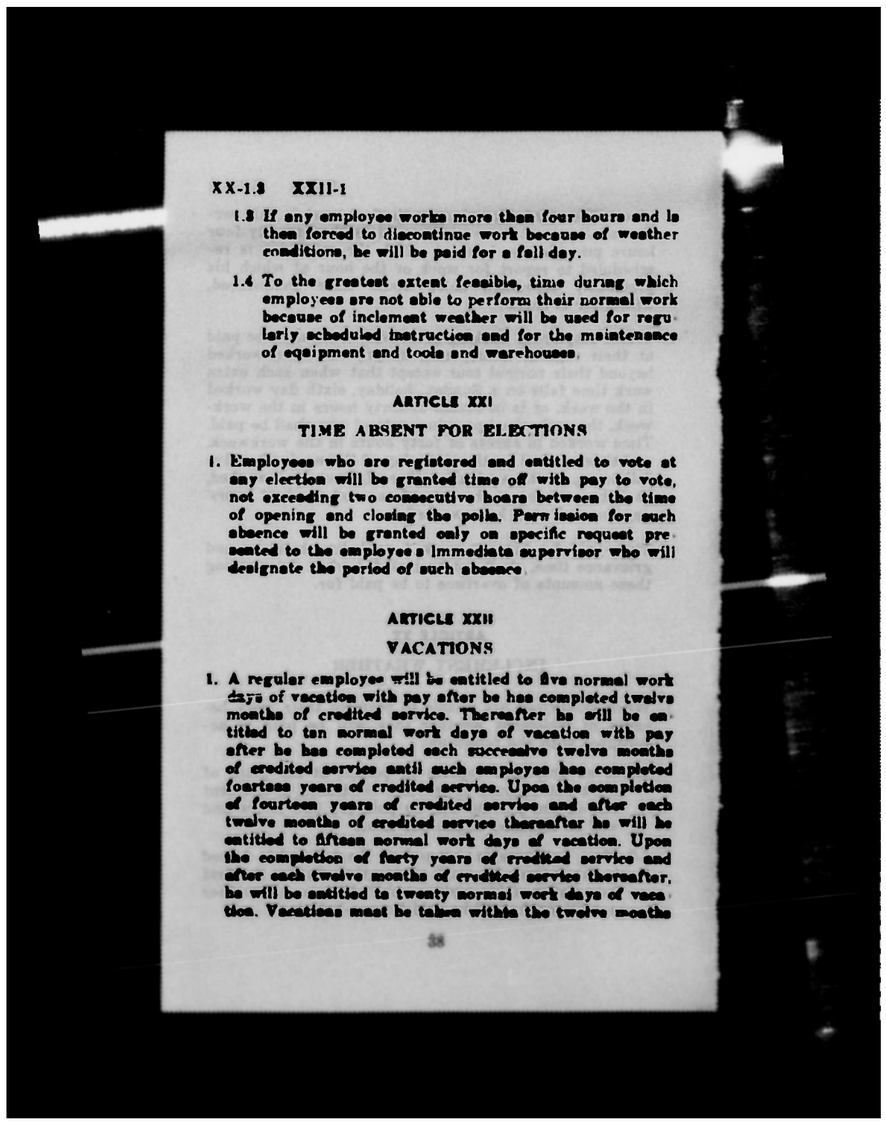
ARTICLE XX

INCLEMENT WEATHER

1. When employees are unable to perform their work because of inclement weather they will be paid in accordance with the following:

1.1 If an employee reports in person at his place of work but because of weather conditions is not sent out on the job, he will be paid for two hours and will be released within one hour.

1.2 If an employee is sent out on the job and is forced to discontinue his work at any time during the first four hours of his assigned shift because of weather conditions, he will be paid for one half day.



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1.3 If any employee works more than four hours and is then forced to discontinue work because of weather conditions, he will be paid for a full day.

1.4 To the greatest extent feasible, time during which employees are not able to perform their normal work because of inclement weather will be used for regularly scheduled instruction and for the maintenance of equipment and tools and warehouses.

ARTICLE XXI

TIME ABSENT FOR ELECTIONS

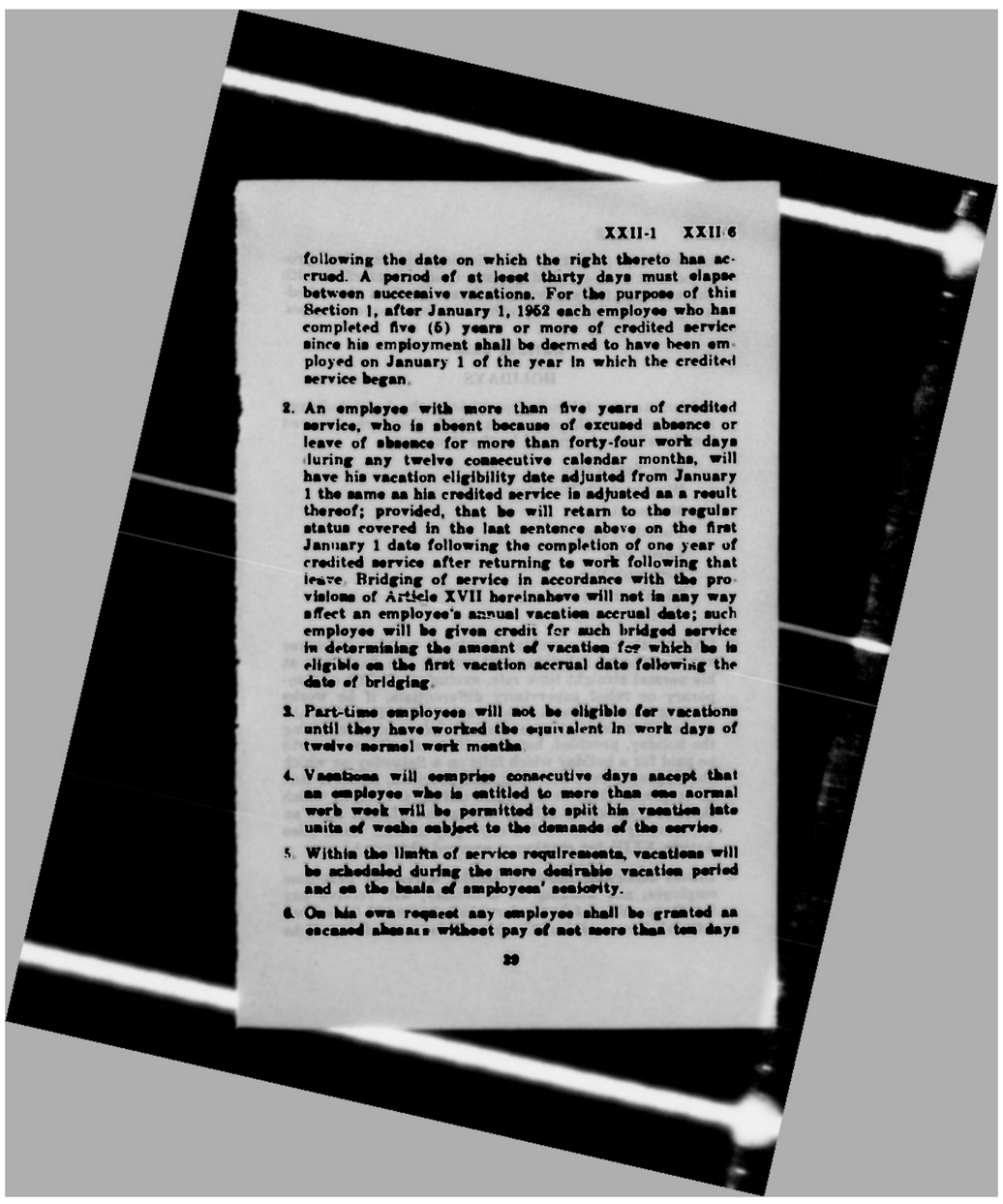
1. Employees who are registered and entitled to vote at any election will be granted time off with pay to vote, not exceeding two consecutive hours between the time of opening and closing the polls. Permission for such absence will be granted only on specific request presented to the employee's immediate supervisor who will designate the period of such absence.

ARTICLE XXII

VACATIONS

1. A regular employee will be entitled to five normal work days of vacation with pay after he has completed twelve months of credited service. Thereafter he will be entitled to ten normal work days of vacation with pay after he has completed each successive twelve months of credited service until such employee has completed fourteen years of credited service. Upon the completion of fourteen years of credited service and after each twelve months of credited service thereafter he will be entitled to fifteen normal work days of vacation. Upon the completion of forty years of credited service and after each twelve months of credited service thereafter, he will be entitled to twenty normal work days of vacation. Vacations must be taken within the twelve months

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following the date on which the right thereto has accrued. A period of at least thirty days must elapse between successive vacations. For the purpose of this Section 1, after January 1, 1952 each employee who has completed five (5) years or more of credited service since his employment shall be deemed to have been employed on January 1 of the year in which the credited service began.

2. An employee with more than five years of credited service, who is absent because of excused absence or leave of absence for more than forty-four work days during any twelve consecutive calendar months, will have his vacation eligibility date adjusted from January 1 the same as his credited service is adjusted as a result thereof; provided, that he will return to the regular status covered in the last sentence above on the first January 1 date following the completion of one year of credited service after returning to work following that leave. Bridging of service in accordance with the provisions of Article XVII hereinabove will not in any way affect an employee's annual vacation accrual date; such employee will be given credit for such bridged service in determining the amount of vacation for which he is eligible on the first vacation accrual date following the date of bridging.

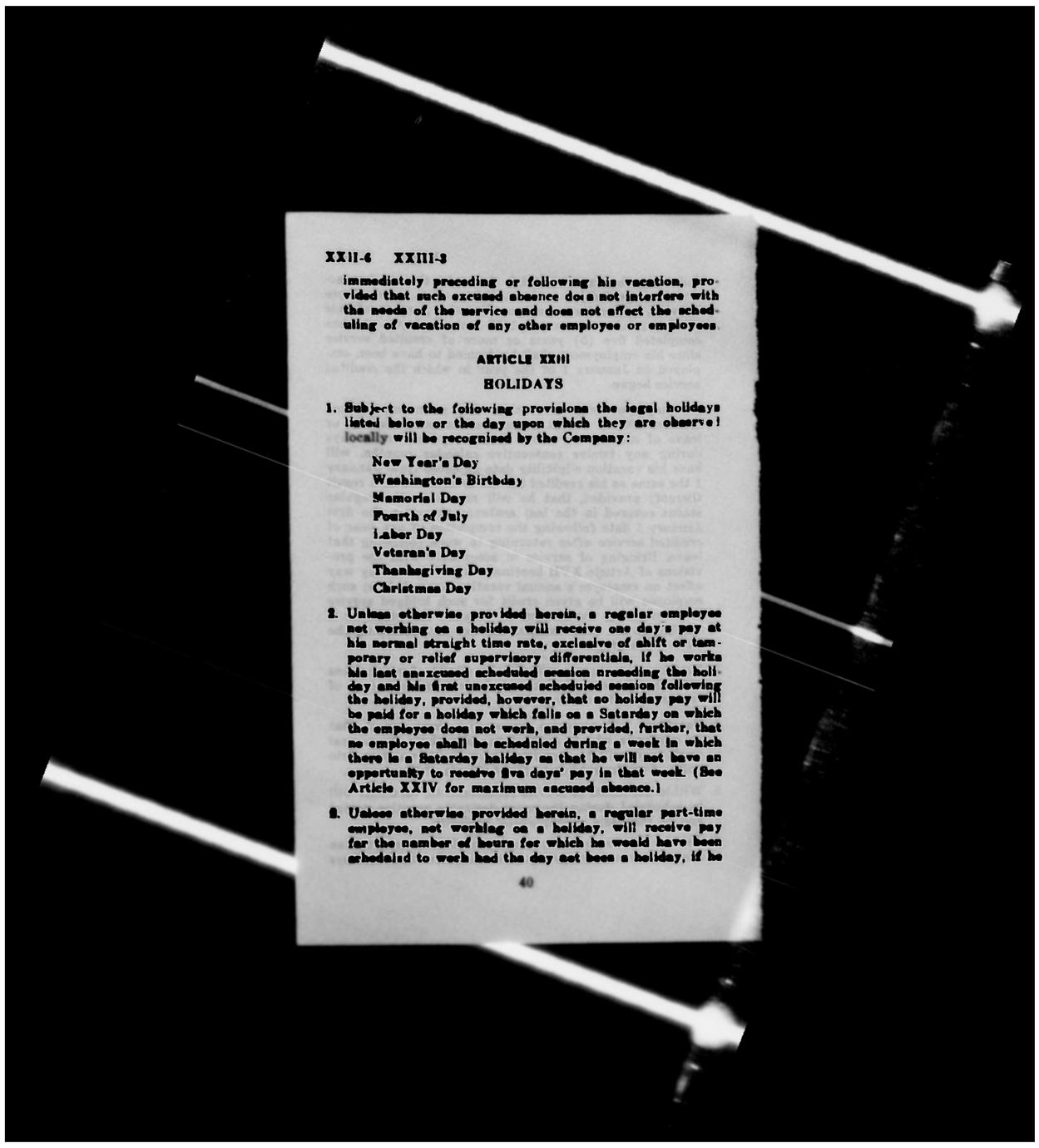
3. Part-time employees will not be eligible for vacations until they have worked the equivalent in work days of twelve normal work months.

4. Vacations will comprise consecutive days except that an employee who is entitled to more than one normal work week will be permitted to split his vacation into units of weeks subject to the demands of the service.

5. Within the limits of service requirements, vacations will be scheduled during the more desirable vacation period and on the basis of employees' seniority.

6. On his own request any employee shall be granted an excused absence without pay of not more than ten days

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immediately preceding or following his vacation, provided that such excused absence does not interfere with the needs of the service and does not affect the scheduling of vacation of any other employee or employees.

ARTICLE XXIII

HOLIDAYS

1. Subject to the following provisions the legal holidays listed below or the day upon which they are observed locally will be recognized by the Company:

New Year's Day
Washington's Birthday
Memorial Day
Fourth of July
Labor Day
Veteran's Day
Thanksgiving Day
Christmas Day

2. Unless otherwise provided herein, a regular employee not working on a holiday will receive one day's pay at his normal straight time rate, exclusive of shift or temporary or relief supervisory differentials, if he works his last unexcused scheduled session preceding the holiday and his first unexcused scheduled session following the holiday, provided, however, that no holiday pay will be paid for a holiday which falls on a Saturday on which the employee does not work, and provided, further, that no employee shall be scheduled during a week in which there is a Saturday holiday so that he will not have an opportunity to receive five days' pay in that week. (See Article XXIV for maximum excused absence.)

3. Unless otherwise provided herein, a regular part-time employee, not working on a holiday, will receive pay for the number of hours for which he would have been scheduled to work had the day not been a holiday, if he

works the last unexcused scheduled shift preceding the holiday and works his first unexcused scheduled shift following the holiday.

4. An employee who is scheduled to work on a holiday but fails to report for work and is unexcused will not receive payment for the holiday.

5. If a holiday falls on a normal work day which is a vacation day, the employee will be given an additional day of vacation at the beginning or end of his vacation or a day's pay in lieu thereof at his option. Holidays which fall within a period of absence for sickness will be treated in the same manner as any other day in that period and will not be given any extra recognition. Holidays which fall either on an employee's last scheduled work day before or his first scheduled work day following a period of absence for sickness will be deemed to be a part of such absence. Holidays which fall on normal working days within a leave of absence will be counted as work days and will not be recognized for pay purposes.

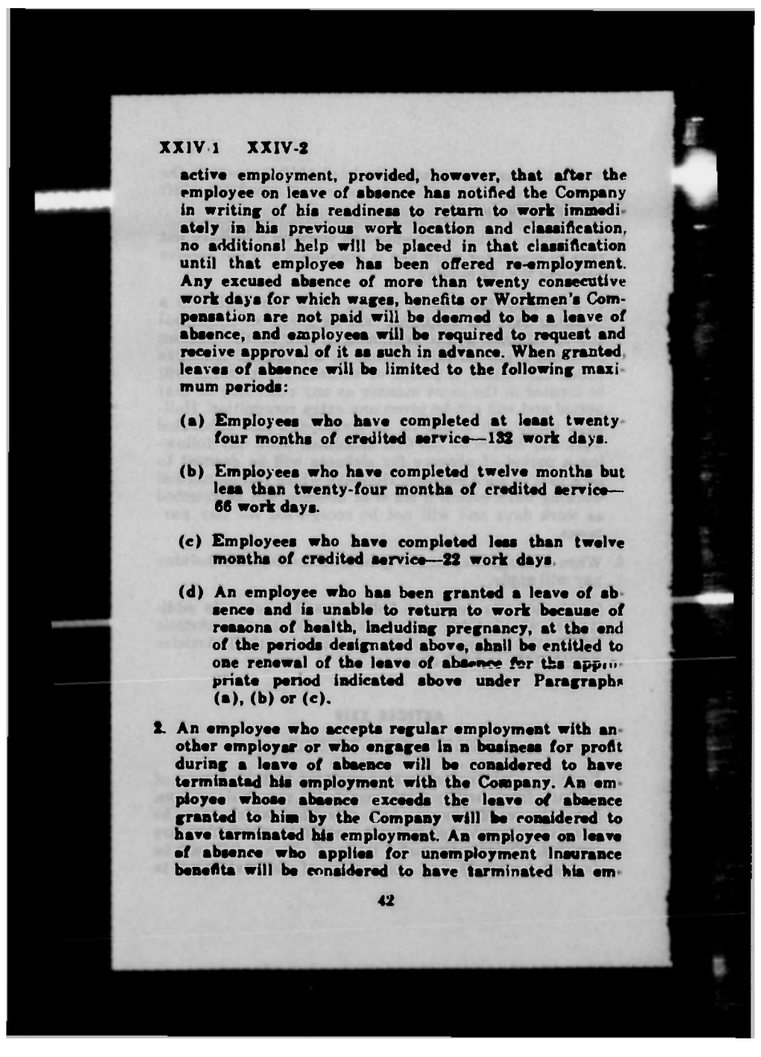
6. When a Sleep Day and a holiday coincide, only holiday pay will apply.

7. Employees who work on holidays will receive, in addition to the holiday pay provided for in this Article XXIII, the pay provided for applicable work in Articles XVIII, XIX, and XX above.

ARTICLE XXIV

LEAVES OF ABSENCE

1. Regular employees may be permitted to take leaves of absence from active employment for personal reasons, but a leave of absence is a provision which may be granted to employees and not a right to which they are entitled. The granting of a leave of absence will not be deemed to imply any guarantee of reinstatement to



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active employment, provided, however, that after the employee on leave of absence has notified the Company in writing of his readiness to return to work immediately in his previous work location and classification, no additional help will be placed in that classification until that employee has been offered re-employment. Any excused absence of more than twenty consecutive work days for which wages, benefits or Workmen's Compensation are not paid will be deemed to be a leave of absence, and employees will be required to request and receive approval of it as such in advance. When granted, leaves of absence will be limited to the following maximum periods:

(a) Employees who have completed at least twenty-four months of credited service—132 work days.

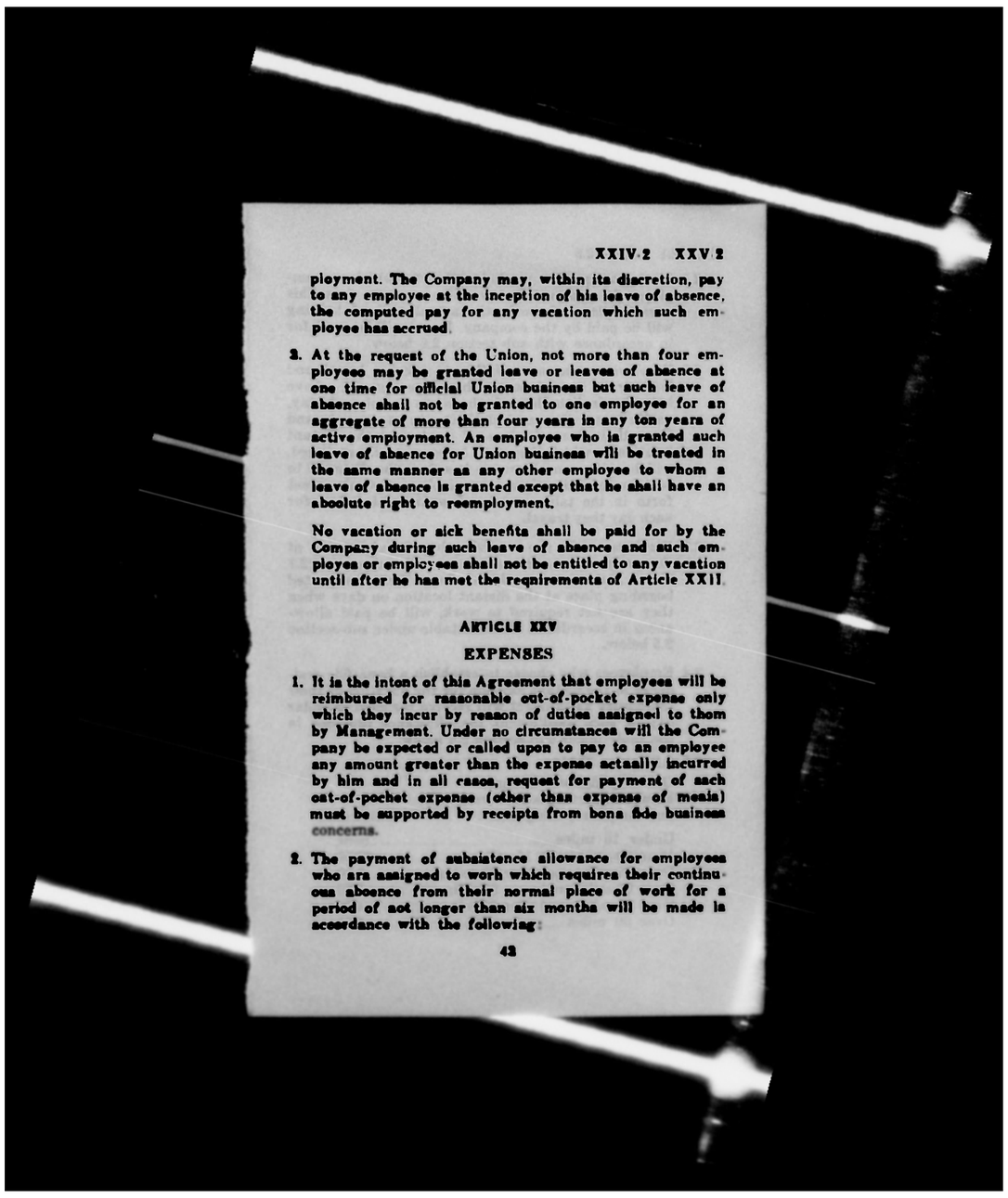
(b) Employees who have completed twelve months but less than twenty-four months of credited service—66 work days.

(c) Employees who have completed less than twelve months of credited service—22 work days.

(d) An employee who has been granted a leave of absence and is unable to return to work because of reasons of health, including pregnancy, at the end of the periods designated above, shall be entitled to one renewal of the leave of absence for the appropriate period indicated above under Paragraphs (a), (b) or (c).

2. An employee who accepts regular employment with another employer or who engages in a business for profit during a leave of absence will be considered to have terminated his employment with the Company. An employee whose absence exceeds the leave of absence granted to him by the Company will be considered to have terminated his employment. An employee on leave of absence who applies for unemployment insurance benefits will be considered to have terminated his em-

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ployment. The Company may, within its discretion, pay to any employee at the inception of his leave of absence, the computed pay for any vacation which such employee has accrued.

2. At the request of the Union, not more than four employees may be granted leave or leaves of absence at one time for official Union business but such leave of absence shall not be granted to one employee for an aggregate of more than four years in any ten years of active employment. An employee who is granted such leave of absence for Union business will be treated in the same manner as any other employee to whom a leave of absence is granted except that he shall have an absolute right to reemployment.

No vacation or sick benefits shall be paid for by the Company during such leave of absence and such employee or employees shall not be entitled to any vacation until after he has met the requirements of Article XXII.

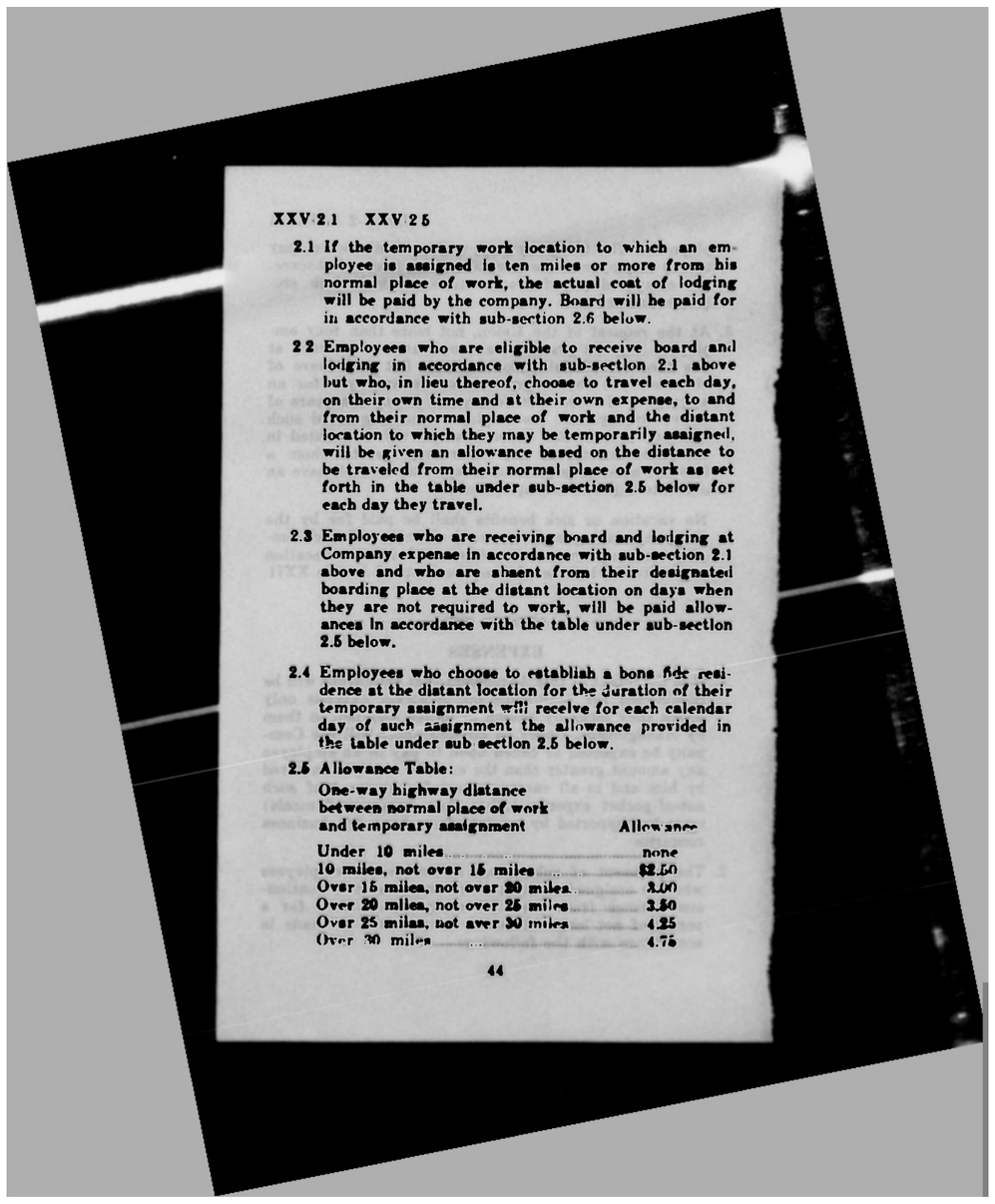
ARTICLE XXV

EXPENSES

1. It is the intent of this Agreement that employees will be reimbursed for reasonable out-of-pocket expense only which they incur by reason of duties assigned to them by Management. Under no circumstances will the Company be expected or called upon to pay to an employee any amount greater than the expense actually incurred by him and in all cases, request for payment of such out-of-pocket expense (other than expense of meals) must be supported by receipts from bona fide business concerns.

2. The payment of subsistence allowance for employees who are assigned to work which requires their continuous absence from their normal place of work for a period of not longer than six months will be made in accordance with the following:

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2.1 If the temporary work location to which an employee is assigned is ten miles or more from his normal place of work, the actual cost of lodging will be paid by the company. Board will be paid for in accordance with sub-section 2.6 below.

2 2 Employees who are eligible to receive board and lodging in accordance with sub-section 2.1 above but who, in lieu thereof, choose to travel each day, on their own time and at their own expense, to and from their normal place of work and the distant location to which they may be temporarily assigned, will be given an allowance based on the distance to be traveled from their normal place of work as set forth in the table under sub-section 2.5 below for each day they travel.

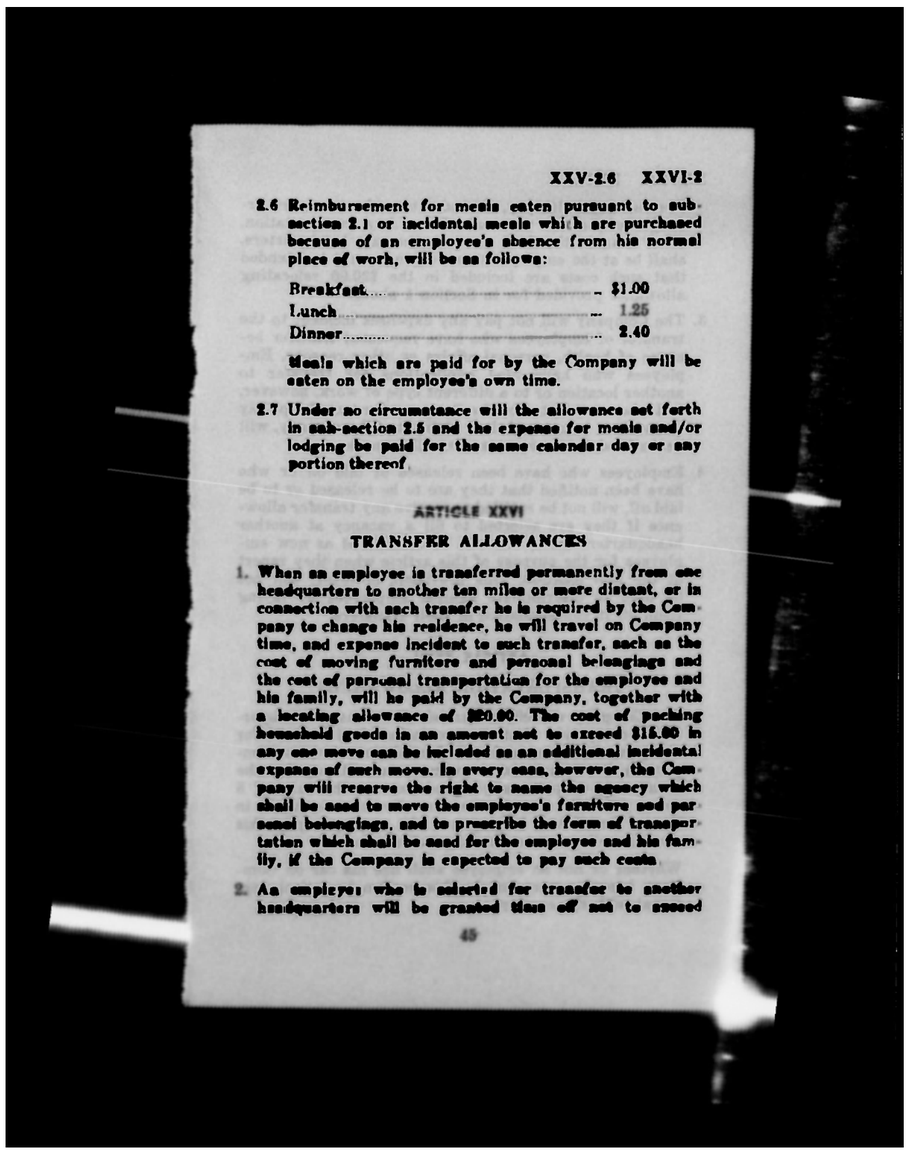
2.3 Employees who are receiving board and lodging at Company expense in accordance with sub-section 2.1 above and who are absent from their designated boarding place at the distant location on days when they are not required to work, will be paid allowances in accordance with the table under sub-section 2.5 below.

2.4 Employees who choose to establish a bona fide residence at the distant location for the duration of their temporary assignment will receive for each calendar day of such assignment the allowance provided in the table under sub-section 2.5 below.

2.5 Allowance Table:

One-way highway distance between normal place of work and temporary assignment	Allowance
Under 10 miles	none
10 miles, not over 15 miles	$2.50
Over 15 miles, not over 20 miles	3.00
Over 20 miles, not over 25 miles	3.50
Over 25 miles, not over 30 miles	4.25
Over 30 miles	4.75

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2.6 Reimbursement for meals eaten pursuant to sub-section 2.1 or incidental meals which are purchased because of an employee's absence from his normal place of work, will be as follows:

Breakfast	$1.00
Lunch	1.25
Dinner	2.40

Meals which are paid for by the Company will be eaten on the employee's own time.

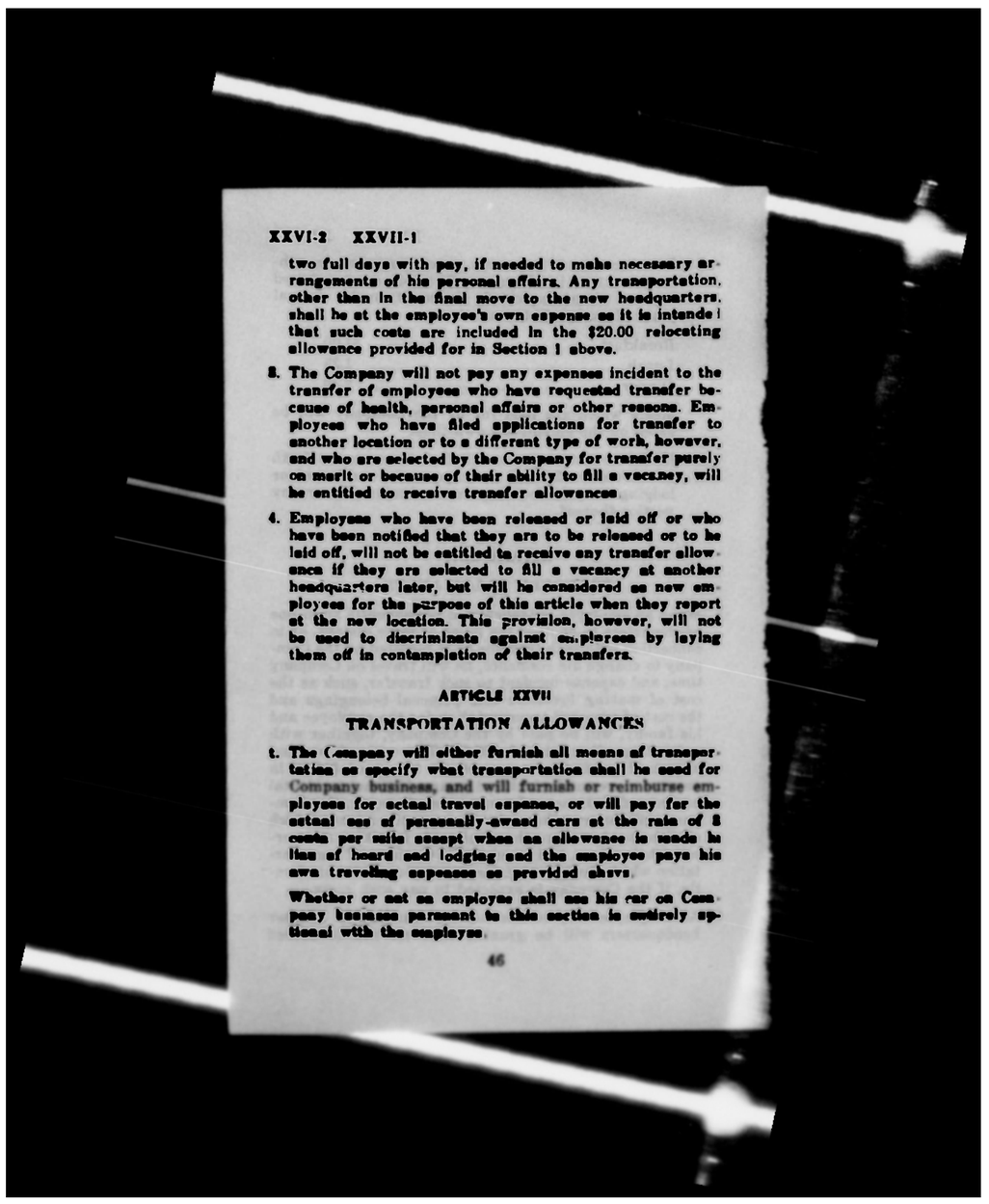
2.7 Under no circumstance will the allowance set forth in sub-section 2.5 and the expense for meals and/or lodging be paid for the same calendar day or any portion thereof.

ARTICLE XXVI

TRANSFER ALLOWANCES

1. When an employee is transferred permanently from one headquarters to another ten miles or more distant, or in connection with such transfer he is required by the Company to change his residence, he will travel on Company time, and expense incident to such transfer, such as the cost of moving furniture and personal belongings and the cost of personal transportation for the employee and his family, will be paid by the Company, together with a locating allowance of $20.00. The cost of packing household goods in an amount not to exceed $15.00 in any one move can be included as an additional incidental expense of such move. In every case, however, the Company will reserve the right to name the agency which shall be used to move the employee's furniture and personal belongings, and to prescribe the form of transportation which shall be used for the employee and his family, if the Company is expected to pay such costs.

2. An employee who is selected for transfer to another headquarters will be granted time off not to exceed



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two full days with pay, if needed to make necessary arrangements of his personal affairs. Any transportation, other than in the final move to the new headquarters, shall be at the employee's own expense as it is intended that such costs are included in the $20.00 relocating allowance provided for in Section 1 above.

3. The Company will not pay any expenses incident to the transfer of employees who have requested transfer because of health, personal affairs or other reasons. Employees who have filed applications for transfer to another location or to a different type of work, however, and who are selected by the Company for transfer purely on merit or because of their ability to fill a vacancy, will be entitled to receive transfer allowances.

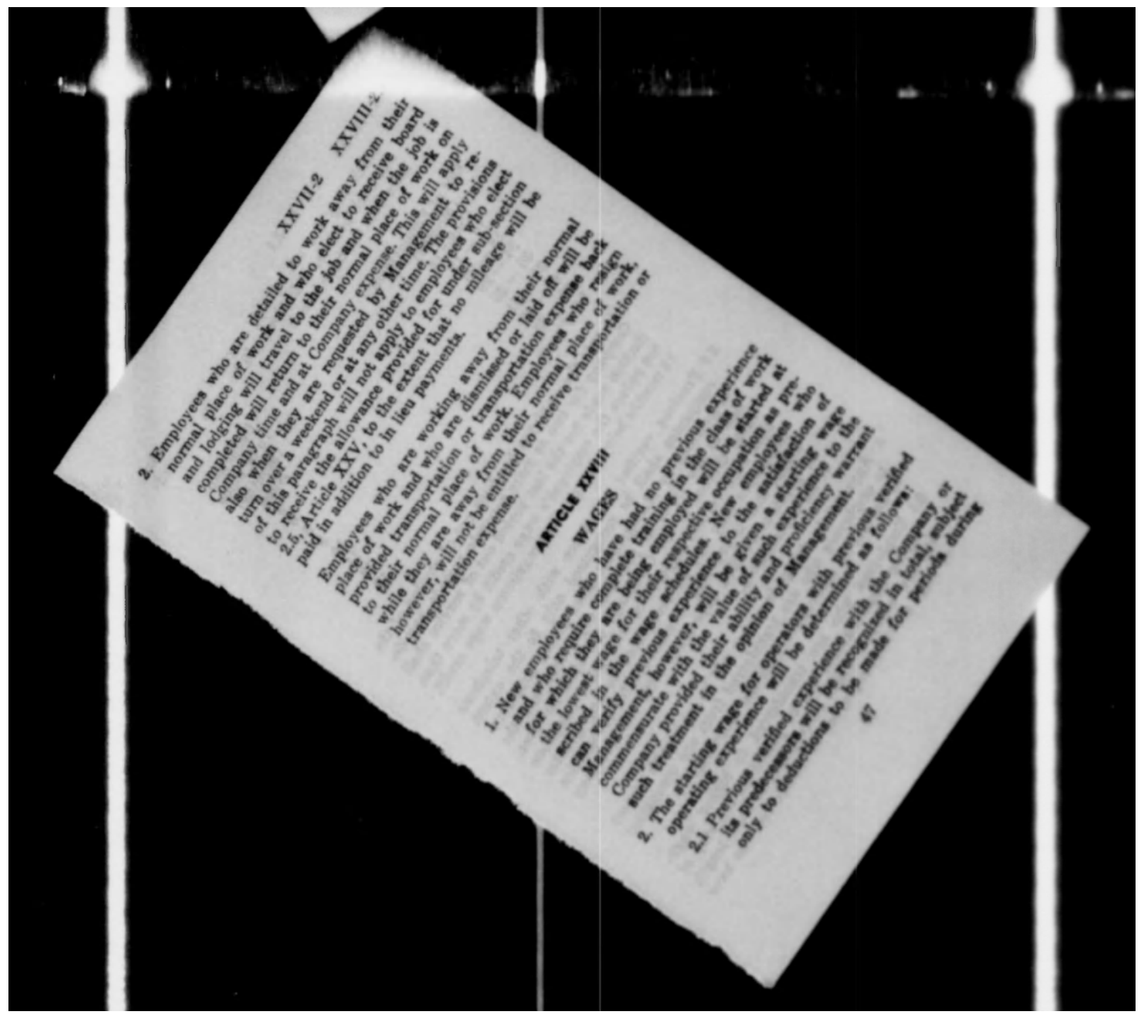
4. Employees who have been released or laid off or who have been notified that they are to be released or to be laid off, will not be entitled to receive any transfer allowance if they are selected to fill a vacancy at another headquarters later, but will be considered as new employees for the purpose of this article when they report at the new location. This provision, however, will not be used to discriminate against employees by laying them off in contemplation of their transfers.

ARTICLE XXVII

TRANSPORTATION ALLOWANCES

1. The Company will either furnish all means of transportation or specify what transportation shall be used for Company business, and will furnish or reimburse employees for actual travel expense, or will pay for the actual use of personally-owned cars at the rate of 8 cents per mile except when an allowance is made in lieu of board and lodging and the employee pays his own traveling expenses as provided above.

Whether or not an employee shall use his car on Company business pursuant to this section is entirely optional with the employee.



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2. Employees who are detailed to work away from their normal place of work and who elect to receive board and lodging will travel to the job and when the job is completed will return to their normal place of work on Company time and at Company expense. This will apply also when they are requested by Management to return over a weekend or at any other time. The provisions of this paragraph will not apply to employees who elect to receive the allowance provided for under sub-section 2.5, Article XXV, to the extent that no mileage will be paid in addition to in lieu payments.

Employees who are working away from their normal place of work and who are dismissed or laid off will be provided transportation or transportation expense back to their normal place of work. Employees who resign while they are away from their normal place of work, however, will not be entitled to receive transportation or transportation expense.

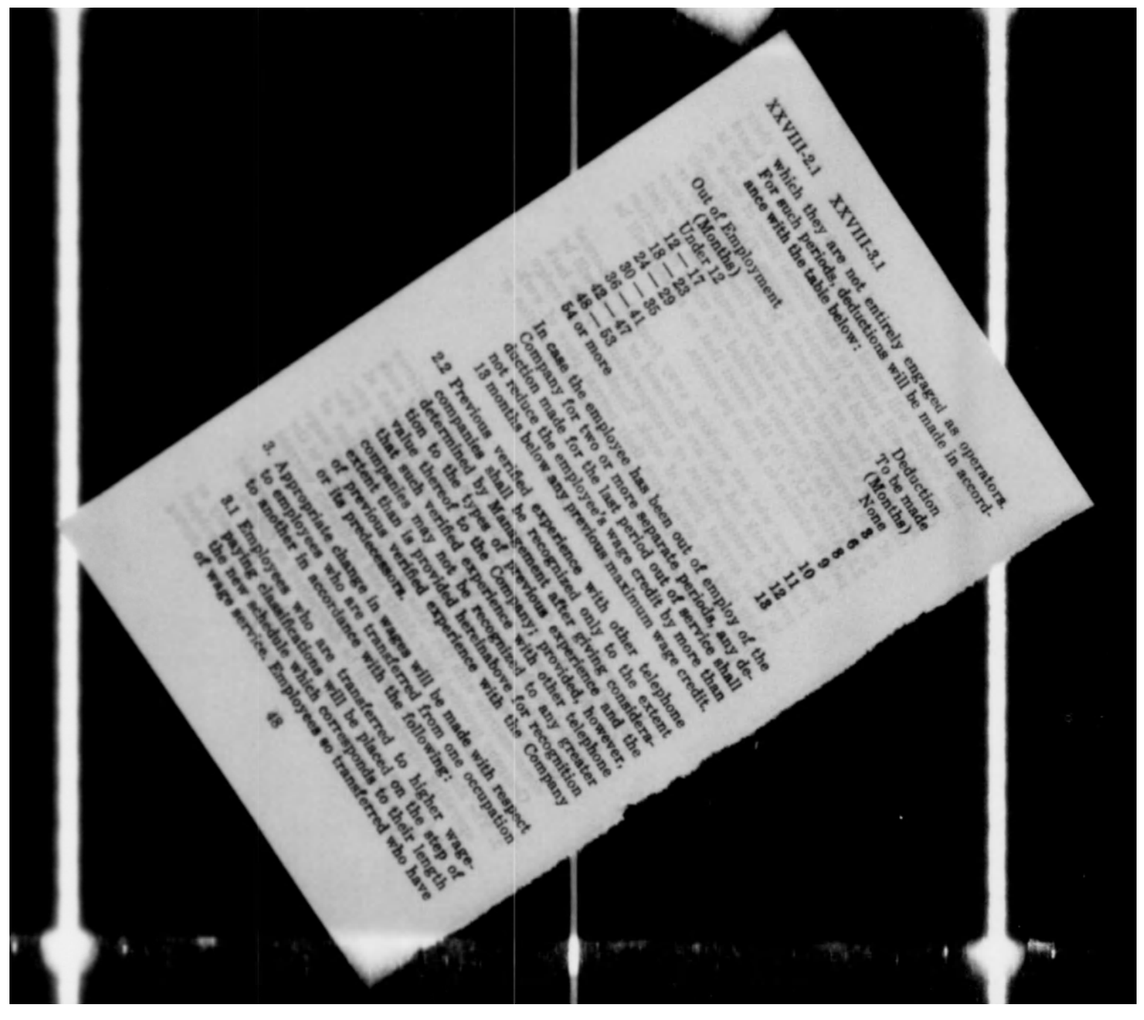
ARTICLE XXVIII

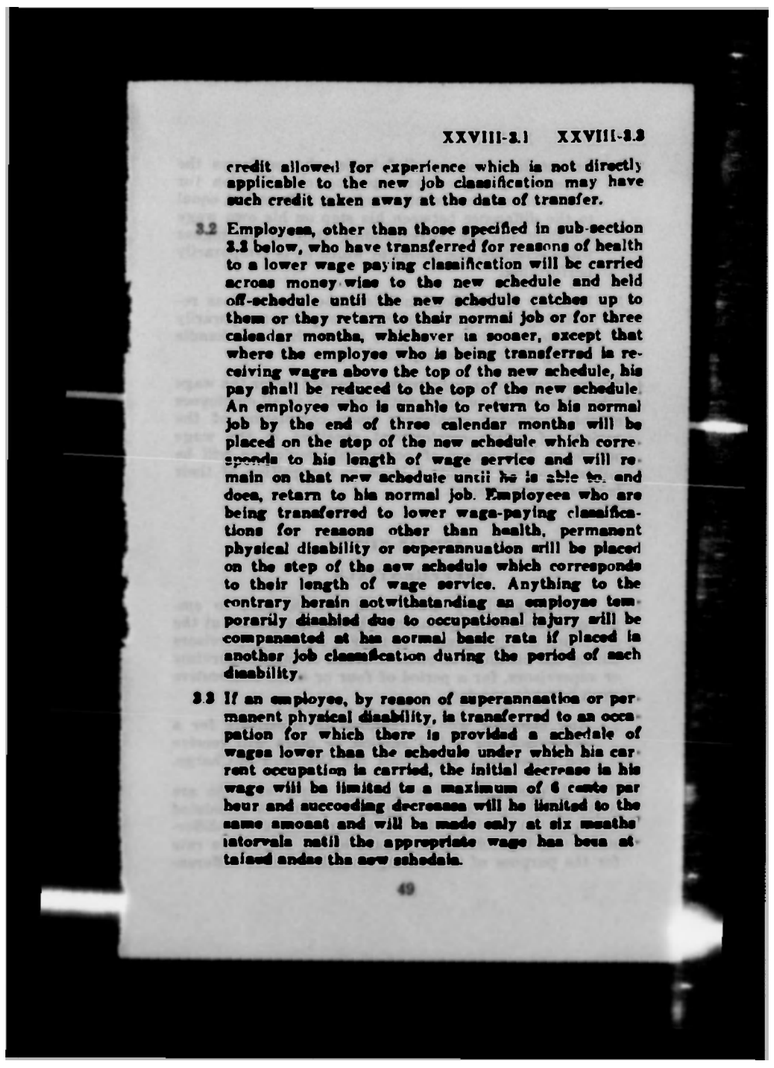
WAGES

1. New employees who have had no previous experience and who require complete training in the class of work for which they are being employed will be started at the lowest wage for their respective occupation as prescribed in the wage schedules. New employees who can verify previous experience, will be given a starting wage Management, however, with the value of such experience to the Company provided their ability and proficiency warrant commensurate with the opinion of Management. such treatment in the Company's opinion.

2. The starting wage for operators with previous verified operating experience will be determined as follows:

2.1 Previous verified experience with the Company or its predecessors will be recognized in total, subject only to deductions to be made for periods during





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credit allowed for experience which is not directly applicable to the new job classification may have such credit taken away at the date of transfer.

3.2 Employees, other than those specified in sub-section 3.3 below, who have transferred for reasons of health to a lower wage paying classification will be carried across money wise to the new schedule and held off-schedule until the new schedule catches up to them or they return to their normal job or for three calendar months, whichever is sooner, except that where the employee who is being transferred is receiving wages above the top of the new schedule, his pay shall be reduced to the top of the new schedule. An employee who is unable to return to his normal job by the end of three calendar months will be placed on the step of the new schedule which corresponds to his length of wage service and will remain on that new schedule until he is able to, and does, return to his normal job. Employees who are being transferred to lower wage-paying classifications for reasons other than health, permanent physical disability or superannuation will be placed on the step of the new schedule which corresponds to their length of wage service. Anything to the contrary herein notwithstanding an employee temporarily disabled due to occupational injury will be compensated at his normal basic rate if placed in another job classification during the period of such disability.

3.3 If an employee, by reason of superannuation or permanent physical disability, is transferred to an occupation for which there is provided a schedule of wages lower than the schedule under which his current occupation is carried, the initial decrease in his wage will be limited to a maximum of 6 cents per hour and succeeding decreases will be limited to the same amount and will be made only at six months' intervals until the appropriate wage has been attained under the new schedule.

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3.4 An employee on a relief basis who performs the duties of a higher wage-paying classification for one week or more shall receive a differential equal to the difference between his step on his own wage schedule and the corresponding step on the higher wage schedule, the duties of which he is temporarily performing.

3.5 Nothing in this Section 3 is to be construed as restricting Management's right to place temporarily disabled employees in jobs which they can handle during their temporary disability.

4. The progressive wage increases provided under the wage schedules will be awarded automatically to all employees except occasional employees upon completion of the periods of active employment specified in the wage schedules. The wages of occasional employees will be adjusted on an individual basis in recognition of their increased employment.

ARTICLE XXIX

DIFFERENTIALS

1. A relief supervisory differential will be paid to employees, other than operators, who are designated at the discretion of Management to relieve regular supervisors during the vacation or other absence of such supervisor or supervisors, for a period of four or more consecutive work hours in one day.

1.1 Any operator who is required to substitute for a supervisor for a full session or more will receive the differential prescribed for Operator-in-Charge.

2. Shift differentials will be paid to employees who are required to work specified hours as a part of scheduled shifts as set forth in the wage schedules. Shift differential will be included as a part of the employees rate for the purpose of calculating overtime. Shift differen-

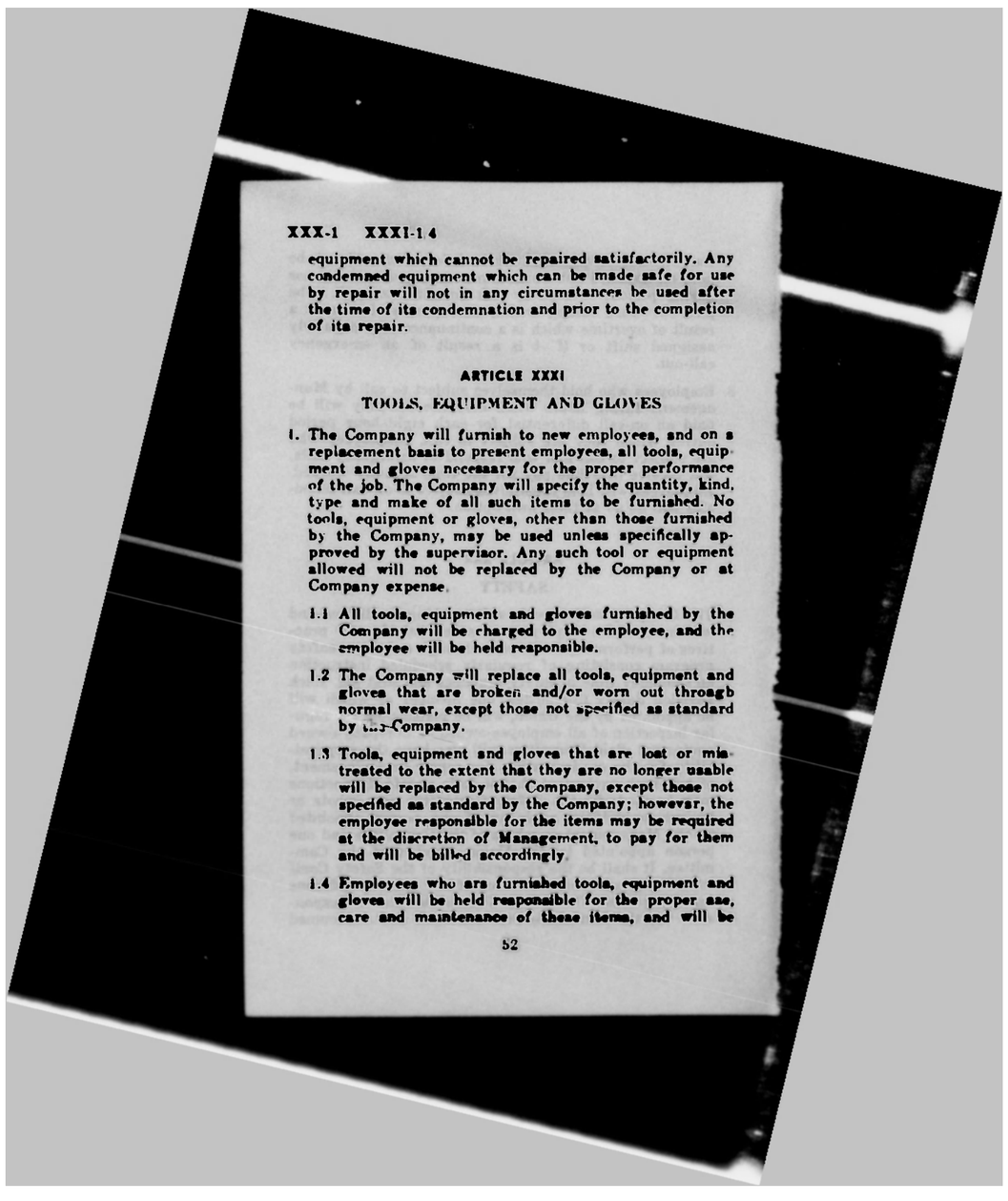
tial will not be prorated. Shift differential will not be paid on holidays not worked, nor during vacations, nor during periods covered by sick benefits, nor will it be paid for work falling within the specified hours as a result of overtime which is a continuance of a regularly assigned shift or if it is a result of an emergency call-out.

3. Employees who hold themselves subject to call by Management during hours when they are off duty will be paid an on-call differential for each eight-hour period during which they are subject to call. Employees who are subject to call and who respond to emergency calls, will receive overtime pay for the time actually worked. Employees who hold themselves subject to on-call schedules will do so at their own option.

ARTICLE XXX

SAFETY

1. The Company will provide safe working conditions and will instruct its employees in safe methods and practices of performing their work through a definite safety program consisting of regularly scheduled instruction on Company time in safety practices and first aid. Each Division Safety Committee, one member of which will be appointed by the Union, will be responsible for regular inspection of all employee-owned or Company-owned equipment. Said Committee will also have the responsibility for the condemnation, for repair or replacement, of any such equipment that it feels unsafe. Inspections may be made by the Safety Committee as a whole or by sub-committees, made up of one person appointed by the Management members of the Committee and one person appointed by the Union member of the Committee. It shall be the responsibility of the Safety Committee to recommend correction of any unsafe conditions that may arise. The Safety Committee shall be responsible for the immediate destruction of any condemned



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equipment which cannot be repaired satisfactorily. Any condemned equipment which can be made safe for use by repair will not in any circumstances be used after the time of its condemnation and prior to the completion of its repair.

ARTICLE XXXI

TOOLS, EQUIPMENT AND GLOVES

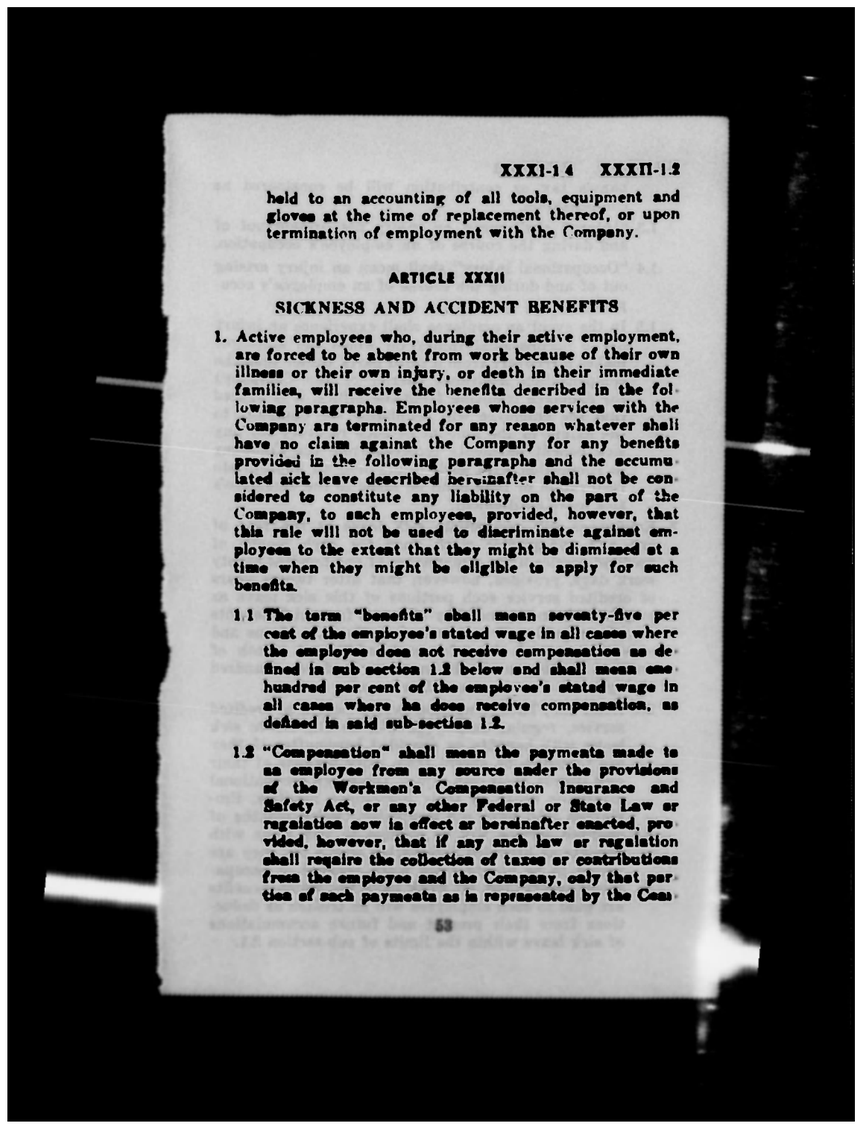
1. The Company will furnish to new employees, and on a replacement basis to present employees, all tools, equipment and gloves necessary for the proper performance of the job. The Company will specify the quantity, kind, type and make of all such items to be furnished. No tools, equipment or gloves, other than those furnished by the Company, may be used unless specifically approved by the supervisor. Any such tool or equipment allowed will not be replaced by the Company or at Company expense.

1.1 All tools, equipment and gloves furnished by the Company will be charged to the employee, and the employee will be held responsible.

1.2 The Company will replace all tools, equipment and gloves that are broken and/or worn out through normal wear, except those not specified as standard by the Company.

1.3 Tools, equipment and gloves that are lost or mistreated to the extent that they are no longer usable will be replaced by the Company, except those not specified as standard by the Company; however, the employee responsible for the items may be required at the discretion of Management, to pay for them and will be billed accordingly.

1.4 Employees who are furnished tools, equipment and gloves will be held responsible for the proper use, care and maintenance of these items, and will be



held to an accounting of all tools, equipment and gloves at the time of replacement thereof, or upon termination of employment with the Company.

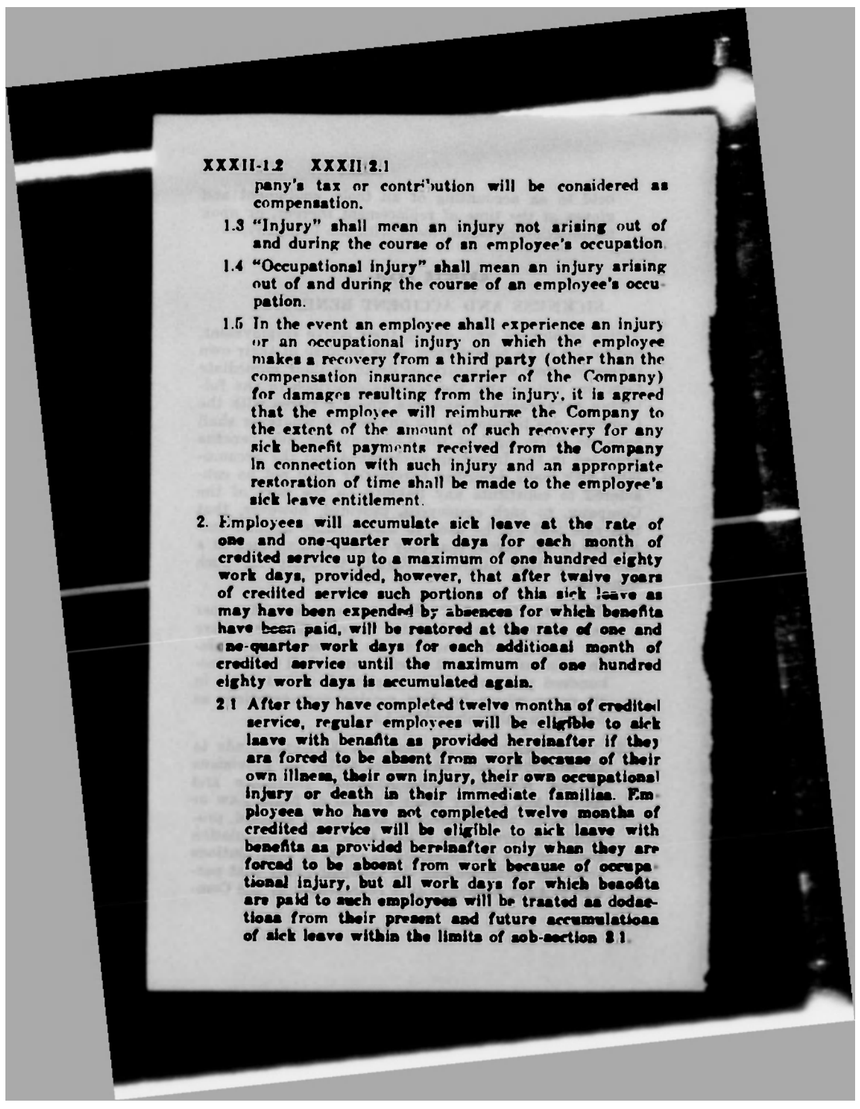
ARTICLE XXXII

SICKNESS AND ACCIDENT BENEFITS

1. Active employees who, during their active employment, are forced to be absent from work because of their own illness or their own injury, or death in their immediate families, will receive the benefits described in the following paragraphs. Employees whose services with the Company are terminated for any reason whatever shall have no claim against the Company for any benefits provided in the following paragraphs and the accumulated sick leave described hereinafter shall not be considered to constitute any liability on the part of the Company, to such employees, provided, however, that this rule will not be used to discriminate against employees to the extent that they might be dismissed at a time when they might be eligible to apply for such benefits.

1.1 The term "benefits" shall mean seventy-five per cent of the employee's stated wage in all cases where the employee does not receive compensation as defined in sub section 1.2 below and shall mean one hundred per cent of the employee's stated wage in all cases where he does receive compensation, as defined in said sub-section 1.2.

1.2 "Compensation" shall mean the payments made to an employee from any source under the provisions of the Workmen's Compensation Insurance and Safety Act, or any other Federal or State Law or regulation now in effect or hereinafter enacted, provided, however, that if any such law or regulation shall require the collection of taxes or contributions from the employee and the Company, only that portion of such payments as is represented by the Com-



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pany's tax or contribution will be considered as compensation.

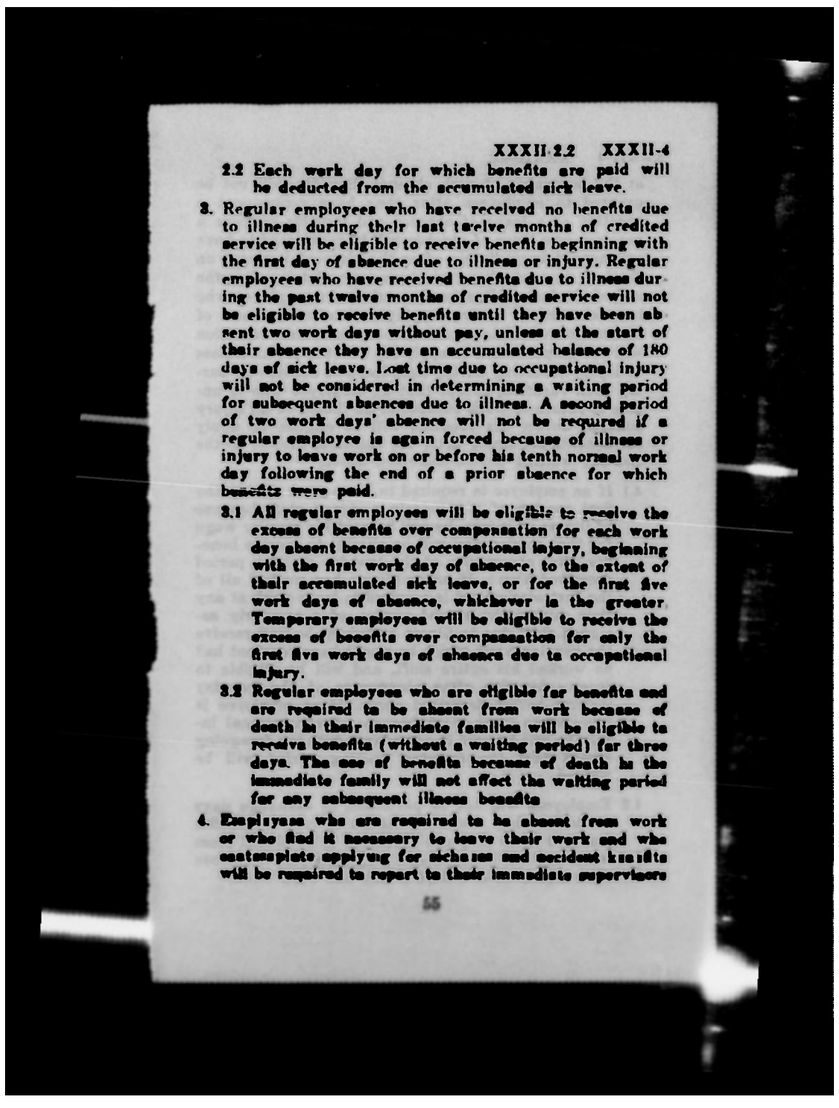
1.3 "Injury" shall mean an injury not arising out of and during the course of an employee's occupation.

1.4 "Occupational injury" shall mean an injury arising out of and during the course of an employee's occupation.

1.5 In the event an employee shall experience an injury or an occupational injury on which the employee makes a recovery from a third party (other than the compensation insurance carrier of the Company) for damages resulting from the injury, it is agreed that the employee will reimburse the Company to the extent of the amount of such recovery for any sick benefit payments received from the Company in connection with such injury and an appropriate restoration of time shall be made to the employee's sick leave entitlement.

2. Employees will accumulate sick leave at the rate of one and one-quarter work days for each month of credited service up to a maximum of one hundred eighty work days, provided, however, that after twelve years of credited service such portions of this sick leave as may have been expended by absences for which benefits have been paid, will be restored at the rate of one and one-quarter work days for each additional month of credited service until the maximum of one hundred eighty work days is accumulated again.

2.1 After they have completed twelve months of credited service, regular employees will be eligible to sick leave with benefits as provided hereinafter if they are forced to be absent from work because of their own illness, their own injury, their own occupational injury or death in their immediate families. Employees who have not completed twelve months of credited service will be eligible to sick leave with benefits as provided hereinafter only when they are forced to be absent from work because of occupational injury, but all work days for which benefits are paid to such employees will be treated as deductions from their present and future accumulations of sick leave within the limits of sub-section 2.1.



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2.2 Each work day for which benefits are paid will be deducted from the accumulated sick leave.

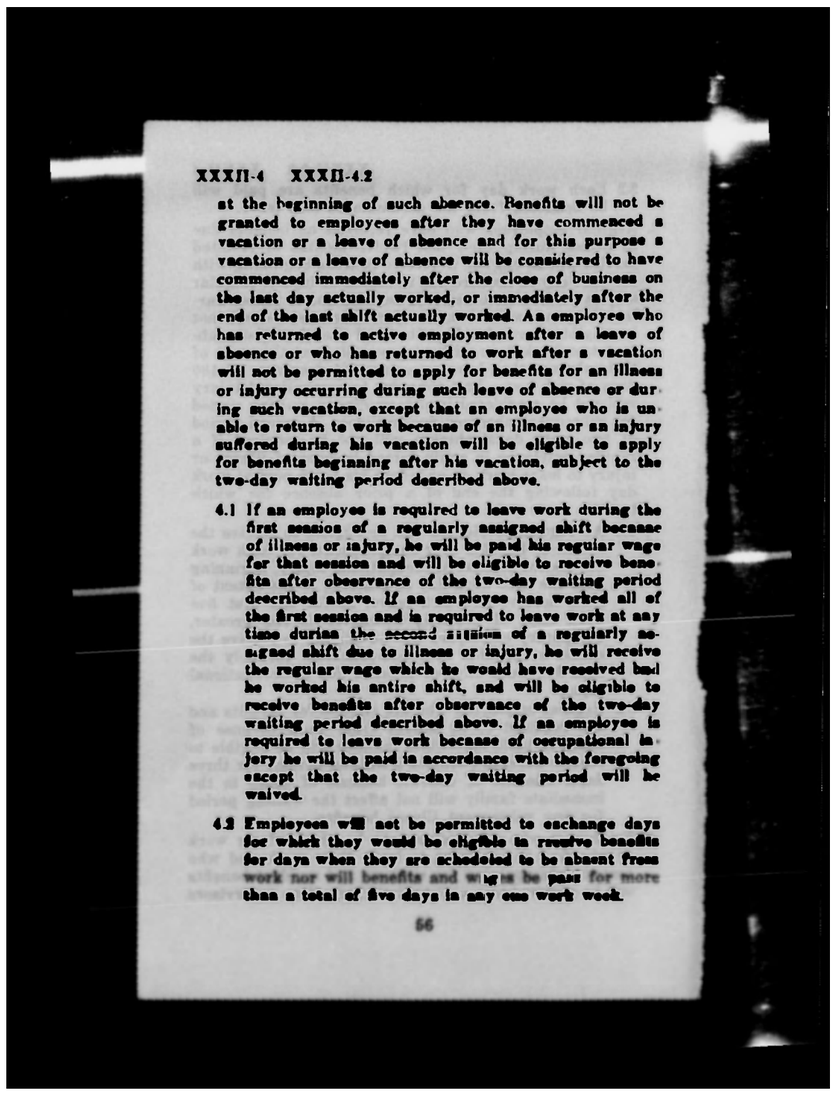
3. Regular employees who have received no benefits due to illness during their last twelve months of credited service will be eligible to receive benefits beginning with the first day of absence due to illness or injury. Regular employees who have received benefits due to illness during the past twelve months of credited service will not be eligible to receive benefits until they have been absent two work days without pay, unless at the start of their absence they have an accumulated balance of 180 days of sick leave. Lost time due to occupational injury will not be considered in determining a waiting period for subsequent absences due to illness. A second period of two work days' absence will not be required if a regular employee is again forced because of illness or injury to leave work on or before his tenth normal work day following the end of a prior absence for which benefits were paid.

3.1 All regular employees will be eligible to receive the excess of benefits over compensation for each work day absent because of occupational injury, beginning with the first work day of absence, to the extent of their accumulated sick leave, or for the first five work days of absence, whichever is the greater. Temporary employees will be eligible to receive the excess of benefits over compensation for only the first five work days of absence due to occupational injury.

3.2 Regular employees who are eligible for benefits and are required to be absent from work because of death in their immediate families will be eligible to receive benefits (without a waiting period) for three days. The use of benefits because of death in the immediate family will not affect the waiting period for any subsequent illness benefits

4. Employees who are required to be absent from work or who find it necessary to leave their work and who contemplate applying for sickness and accident benefits will be required to report to their immediate supervisors

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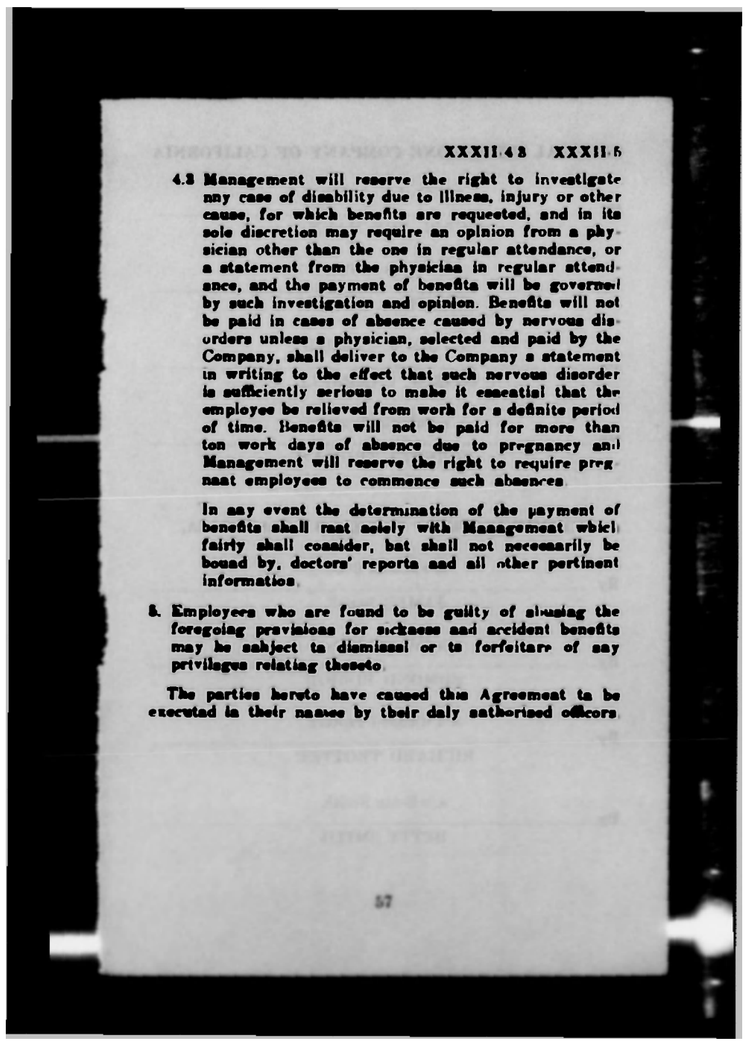
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at the beginning of such absence. Benefits will not be granted to employees after they have commenced a vacation or a leave of absence and for this purpose a vacation or a leave of absence will be considered to have commenced immediately after the close of business on the last day actually worked, or immediately after the end of the last shift actually worked. An employee who has returned to active employment after a leave of absence or who has returned to work after a vacation will not be permitted to apply for benefits for an illness or injury occurring during such leave of absence or during such vacation, except that an employee who is unable to return to work because of an illness or an injury suffered during his vacation will be eligible to apply for benefits beginning after his vacation, subject to the two-day waiting period described above.

4.1 If an employee is required to leave work during the first session of a regularly assigned shift because of illness or injury, he will be paid his regular wage for that session and will be eligible to receive benefits after observance of the two-day waiting period described above. If an employee has worked all of the first session and is required to leave work at any time during the second session of a regularly assigned shift due to illness or injury, he will receive the regular wage which he would have received had he worked his entire shift, and will be eligible to receive benefits after observance of the two-day waiting period described above. If an employee is required to leave work because of occupational injury he will be paid in accordance with the foregoing except that the two-day waiting period will be waived.

4.2 Employees will not be permitted to exchange days for which they would be eligible to receive benefits for days when they are scheduled to be absent from work nor will benefits and wages be paid for more than a total of five days in any one work week.

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4.3 Management will reserve the right to investigate any case of disability due to illness, injury or other cause, for which benefits are requested, and in its sole discretion may require an opinion from a physician other than the one in regular attendance, or a statement from the physician in regular attendance, and the payment of benefits will be governed by such investigation and opinion. Benefits will not be paid in cases of absence caused by nervous disorders unless a physician, selected and paid by the Company, shall deliver to the Company a statement in writing to the effect that such nervous disorder is sufficiently serious to make it essential that the employee be relieved from work for a definite period of time. Benefits will not be paid for more than ten work days of absence due to pregnancy and Management will reserve the right to require pregnant employees to commence such absences.

In any event the determination of the payment of benefits shall rest solely with Management which fairly shall consider, but shall not necessarily be bound by, doctors' reports and all other pertinent information.

5. Employees who are found to be guilty of abusing the foregoing provisions for sickness and accident benefits may be subject to dismissal or to forfeiture of any privileges relating thereto.

The parties hereto have caused this Agreement to be executed in their names by their duly authorized officers.

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GENERAL TELEPHONE COMPANY OF CALIFORNIA

By s/a Carl Von Hake
CARL VON HAKE

By s/a Frank A. Peter
FRANK A. PETER

By s/a Otis W. Campbell
OTIS W. CAMPBELL

By s/a Roberta Truman
ROBERTA TRUMAN

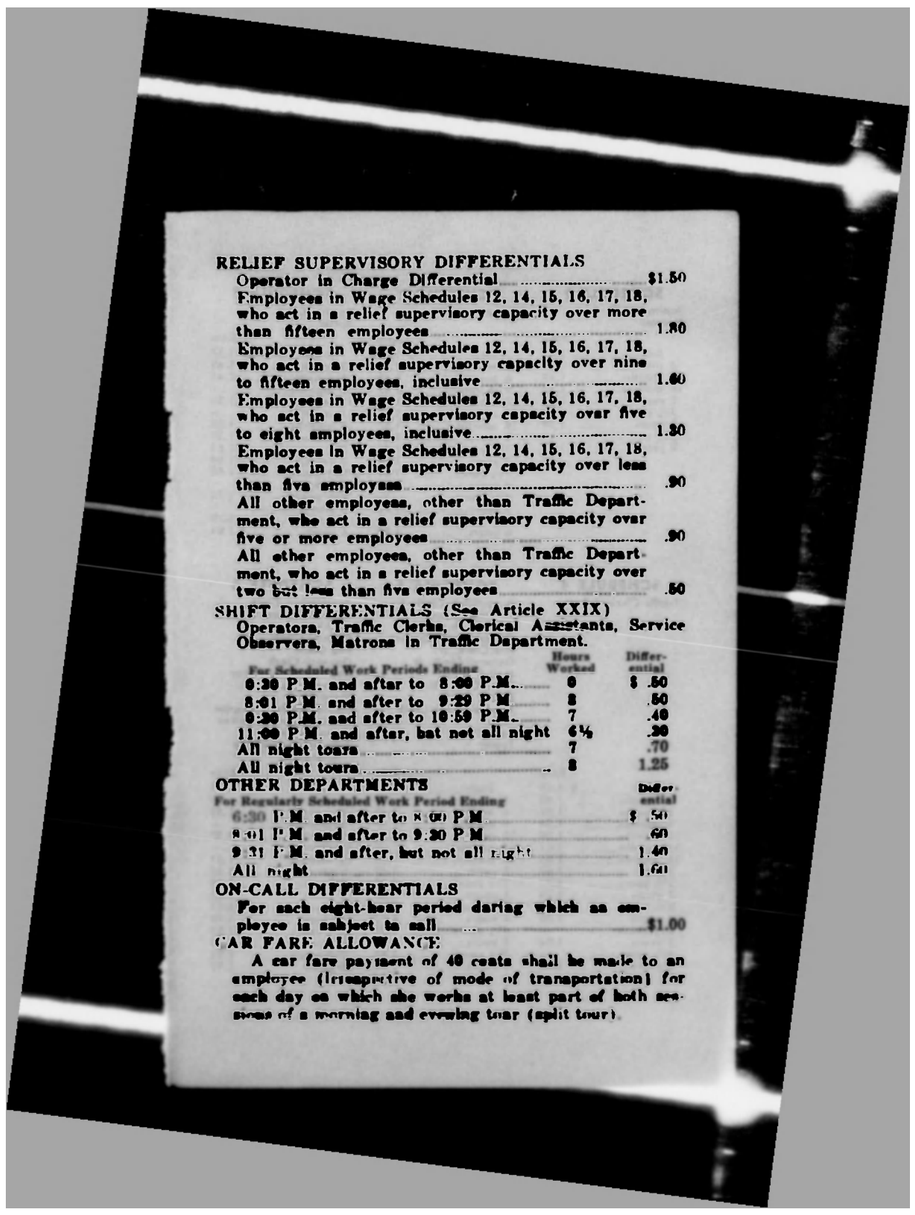
COMMUNICATIONS WORKERS OF AMERICA,

By s/a James Booe
JAMES BOOE

By s/a Edmond Bishop
EDMOND BISHOP

By s/a Richard Trotter
RICHARD TROTTER

By s/a Betty Smith
BETTY SMITH



RELIEF SUPERVISORY DIFFERENTIALS

Operator in Charge Differential	$1.50
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over more than fifteen employees	1.80
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over nine to fifteen employees, inclusive	1.60
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over five to eight employees, inclusive	1.30
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over less than five employees	.90
All other employees, other than Traffic Department, who act in a relief supervisory capacity over five or more employees	.90
All other employees, other than Traffic Department, who act in a relief supervisory capacity over two but less than five employees	.50

SHIFT DIFFERENTIALS (See Article XXIX)

Operators, Traffic Clerks, Clerical Assistants, Service Observers, Matrons in Traffic Department.

For Scheduled Work Periods Ending	Hours Worked	Differential
6:30 P.M. and after to 8:00 P.M.	6	$ .50
8:01 P.M. and after to 9:29 P.M.	8	.50
9:30 P.M. and after to 10:59 P.M.	7	.40
11:00 P.M. and after, but not all night	6½	.30
All night tours	7	.70
All night tours	8	1.25

OTHER DEPARTMENTS

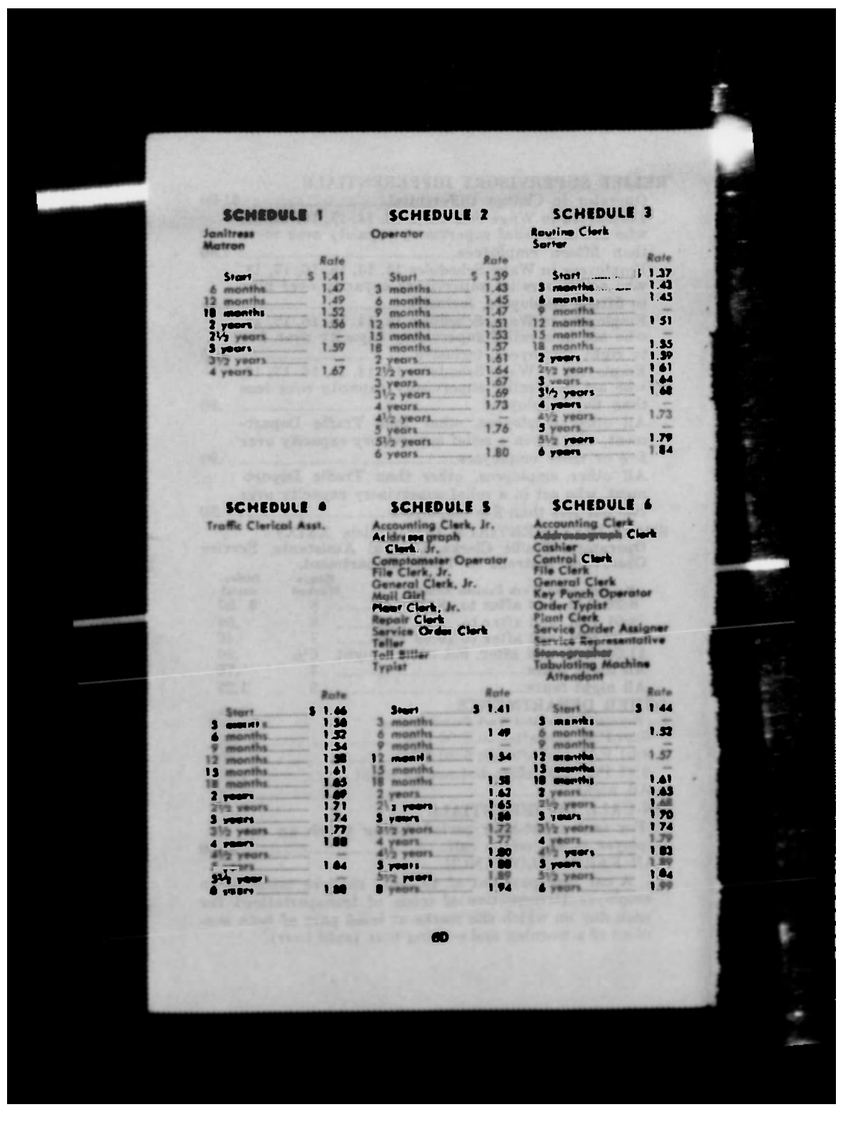
For Regularly Scheduled Work Period Ending	Differential
6:30 P.M. and after to 8:00 P.M.	$ .50
8:01 P.M. and after to 9:30 P.M.	.60
9:31 P.M. and after, but not all night	1.40
All night	1.60

ON-CALL DIFFERENTIALS

For each eight-hour period during which an employee is subject to call $1.00

CAR FARE ALLOWANCE

A car fare payment of 40 cents shall be made to an employee (irrespective of mode of transportation) for each day on which she works at least part of both sessions of a morning and evening tour (split tour).



SCHEDULE 1

Janitress
Matron

	Rate
Start	$ 1.41
6 months	1.47
12 months	1.49
18 months	1.52
2 years	1.56
2½ years	—
3 years	1.59
3½ years	—
4 years	1.67

SCHEDULE 2

Operator

	Rate
Start	$ 1.39
3 months	1.43
6 months	1.45
9 months	1.47
12 months	1.51
15 months	1.53
18 months	1.57
2 years	1.61
2½ years	1.64
3 years	1.67
3½ years	1.69
4 years	1.73
4½ years	—
5 years	1.76
5½ years	—
6 years	1.80

SCHEDULE 3

Routine Clerk
Sorter

	Rate
Start	$ 1.37
3 months	1.43
6 months	1.45
9 months	—
12 months	1.51
15 months	—
18 months	1.55
2 years	1.59
2½ years	1.61
3 years	1.64
3½ years	1.68
4 years	—
4½ years	1.73
5 years	—
5½ years	1.79
6 years	1.84

SCHEDULE 4

Traffic Clerical Asst.

	Rate
Start	$ 1.46
3 months	1.50
6 months	1.52
9 months	1.54
12 months	1.58
15 months	1.61
18 months	1.65
2 years	1.69
2½ years	1.71
3 years	1.74
3½ years	1.77
4 years	1.88
4½ years	—
5 years	1.84
5½ years	—
6 years	1.88

SCHEDULE 5

Accounting Clerk, Jr.
Addressograph Clerk, Jr.
Comptometer Operator
File Clerk, Jr.
General Clerk, Jr.
Mail Girl
Payroll Clerk, Jr.
Repair Clerk
Service Order Clerk
Teller
Toll Sitter
Typist

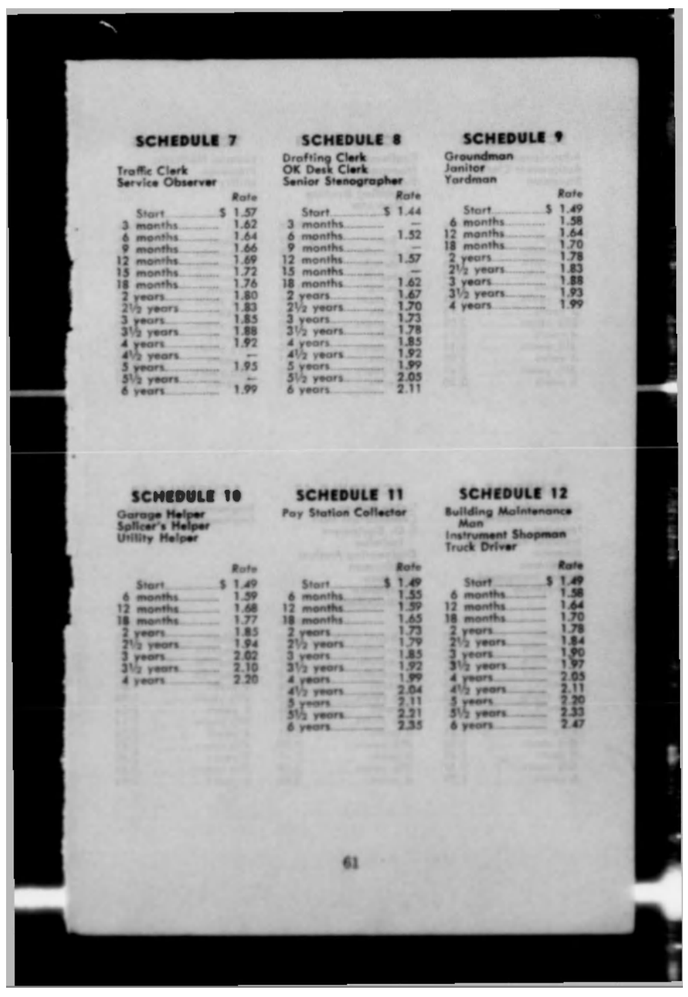
	Rate
Start	$ 1.41
3 months	—
6 months	1.49
9 months	—
12 months	1.54
15 months	—
18 months	1.58
2 years	1.62
2½ years	1.65
3 years	1.88
3½ years	1.72
4 years	1.77
4½ years	1.80
5 years	1.88
5½ years	1.89
6 years	1.94

SCHEDULE 6

Accounting Clerk
Addressograph Clerk
Cashier
Central Clerk
File Clerk
General Clerk
Key Punch Operator
Order Typist
Plant Clerk
Service Order Assigner
Service Representative
Stenographer
Tabulating Machine Attendant

	Rate
Start	$ 1.44
3 months	—
6 months	1.52
9 months	—
12 months	1.57
15 months	—
18 months	1.61
2 years	1.65
2½ years	1.68
3 years	1.70
3½ years	1.74
4 years	1.79
4½ years	1.83
5 years	1.89
5½ years	1.94
6 years	1.99

60



SCHEDULE 7

Traffic Clerk
Service Observer

	Rate
Start	$ 1.57
3 months	1.62
6 months	1.64
9 months	1.66
12 months	1.69
15 months	1.72
18 months	1.76
2 years	1.80
2½ years	1.83
3 years	1.85
3½ years	1.88
4 years	1.92
4½ years	—
5 years	1.95
5½ years	—
6 years	1.99

SCHEDULE 8

Drafting Clerk
OK Desk Clerk
Senior Stenographer

	Rate
Start	$ 1.44
3 months	—
6 months	1.52
9 months	—
12 months	1.57
15 months	—
18 months	1.62
2 years	1.67
2½ years	1.70
3 years	1.73
3½ years	1.78
4 years	1.85
4½ years	1.92
5 years	1.99
5½ years	2.05
6 years	2.11

SCHEDULE 9

Groundman
Janitor
Yardman

	Rate
Start	$ 1.49
6 months	1.58
12 months	1.64
18 months	1.70
2 years	1.78
2½ years	1.83
3 years	1.88
3½ years	1.93
4 years	1.99

SCHEDULE 10

Garage Helper
Splicer's Helper
Utility Helper

	Rate
Start	$ 1.49
6 months	1.59
12 months	1.68
18 months	1.77
2 years	1.85
2½ years	1.94
3 years	2.02
3½ years	2.10
4 years	2.20

SCHEDULE 11

Pay Station Collector

	Rate
Start	$ 1.49
6 months	1.55
12 months	1.59
18 months	1.65
2 years	1.73
2½ years	1.79
3 years	1.85
3½ years	1.92
4 years	1.99
4½ years	2.04
5 years	2.11
5½ years	2.21
6 years	2.35

SCHEDULE 12

Building Maintenance Man
Instrument Shopman
Truck Driver

	Rate
Start	$ 1.49
6 months	1.58
12 months	1.64
18 months	1.70
2 years	1.78
2½ years	1.84
3 years	1.90
3½ years	1.97
4 years	2.05
4½ years	2.11
5 years	2.20
5½ years	2.33
6 years	2.47

SCHEDULE 13

Administrative Clerk
Assignment Clerk
Storeman

	Rate
Start	$ 1.49
6 months	1.58
12 months	1.64
18 months	1.72
2 years	1.80
2½ years	1.88
3 years	1.95
3½ years	2.03
4 years	2.13
4½ years	2.19
5 years	2.29
5½ years	2.41
6 years	2.55

SCHEDULE 14

Draftsman
Frameman
Supply Clerk
Tabulating Machine Operator

	Rate
Start	$ 1.49
6 months	1.58
12 months	1.64
18 months	1.72
2 years	1.80
2½ years	1.88
3 years	1.95
3½ years	2.03
4 years	2.13
4½ years	2.20
5 years	2.31
5½ years	2.46
6 years	2.62

SCHEDULE 15

Garage Mechanic
Pressman
Utility Man

	Rate
Start	$ 1.49
6 months	1.59
12 months	1.68
18 months	1.77
2 years	1.85
2½ years	1.94
3 years	2.02
3½ years	2.10
4 years	2.20
4½ years	2.29
5 years	2.40
5½ years	2.52
6 years	2.67

SCHEDULE 16

Commercial Representative
Installer
Installer-Repairman
Lineman
Repairman
Senior Instrument Shopman

	Rate
Start	$ 1.50
6 months	1.60
12 months	1.69
18 months	1.78
2 years	1.86
2½ years	1.95
3 years	2.03
3½ years	2.11
4 years	2.20
4½ years	2.30
5 years	2.41
5½ years	2.57
6 years	2.79

SCHEDULE 17

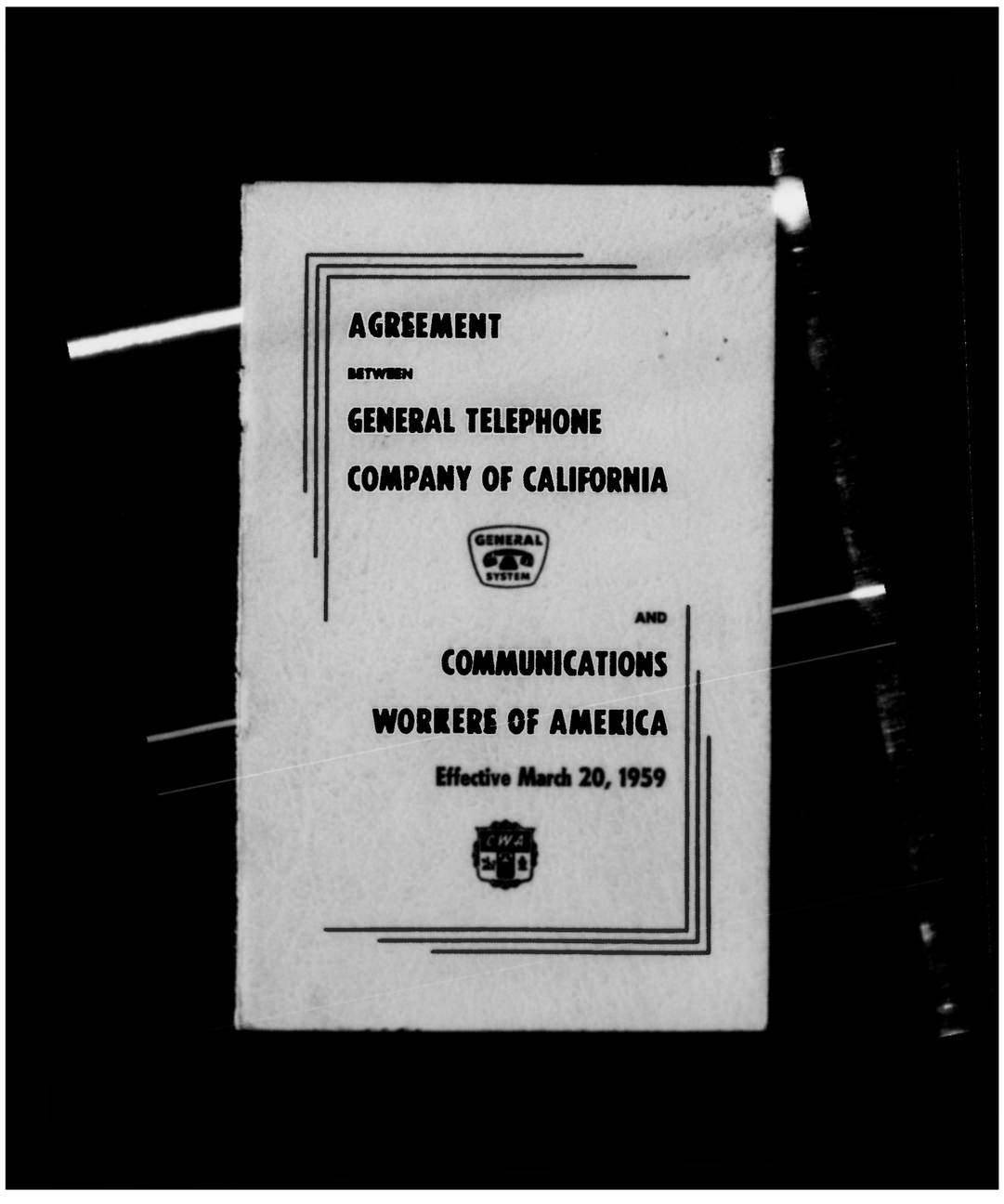
Cable Splicer
Combination Man
C.O. Equipment Installer
Engineering Analyst
Facilityman
PBX Man
Switchman
Testboardman

	Rate
Start	$ 1.50
6 months	1.60
12 months	1.69
18 months	1.78
2 years	1.86
2½ years	1.95
3 years	2.03
3½ years	2.11
4 years	2.21
4½ years	2.30
5 years	2.41
5½ years	2.59
6 years	2.84

SCHEDULE 18

Engineering Assistant
Engineering Fieldman

	Rate
Start	$ 1.52
6 months	1.63
12 months	1.71
18 months	1.80
2 years	1.89
2½ years	1.98
3 years	2.06
3½ years	2.14
4 years	2.24
4½ years	2.32
5 years	2.43
5½ years	2.66
6 years	2.94

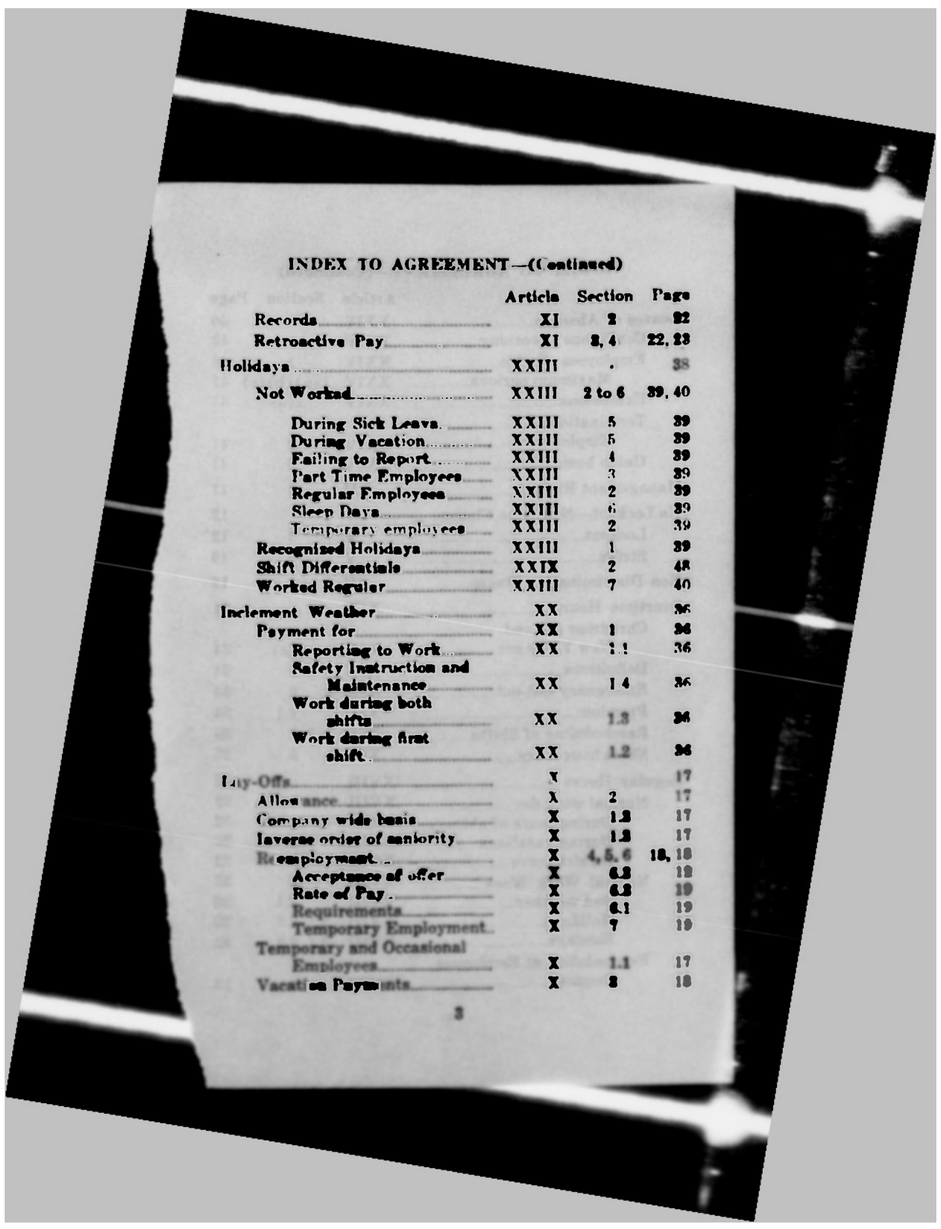

AGREEMENT
BETWEEN
GENERAL TELEPHONE
COMPANY OF CALIFORNIA
GENERAL SYSTEM
AND
COMMUNICATIONS
WORKERS OF AMERICA
Effective March 20, 1959
CWA

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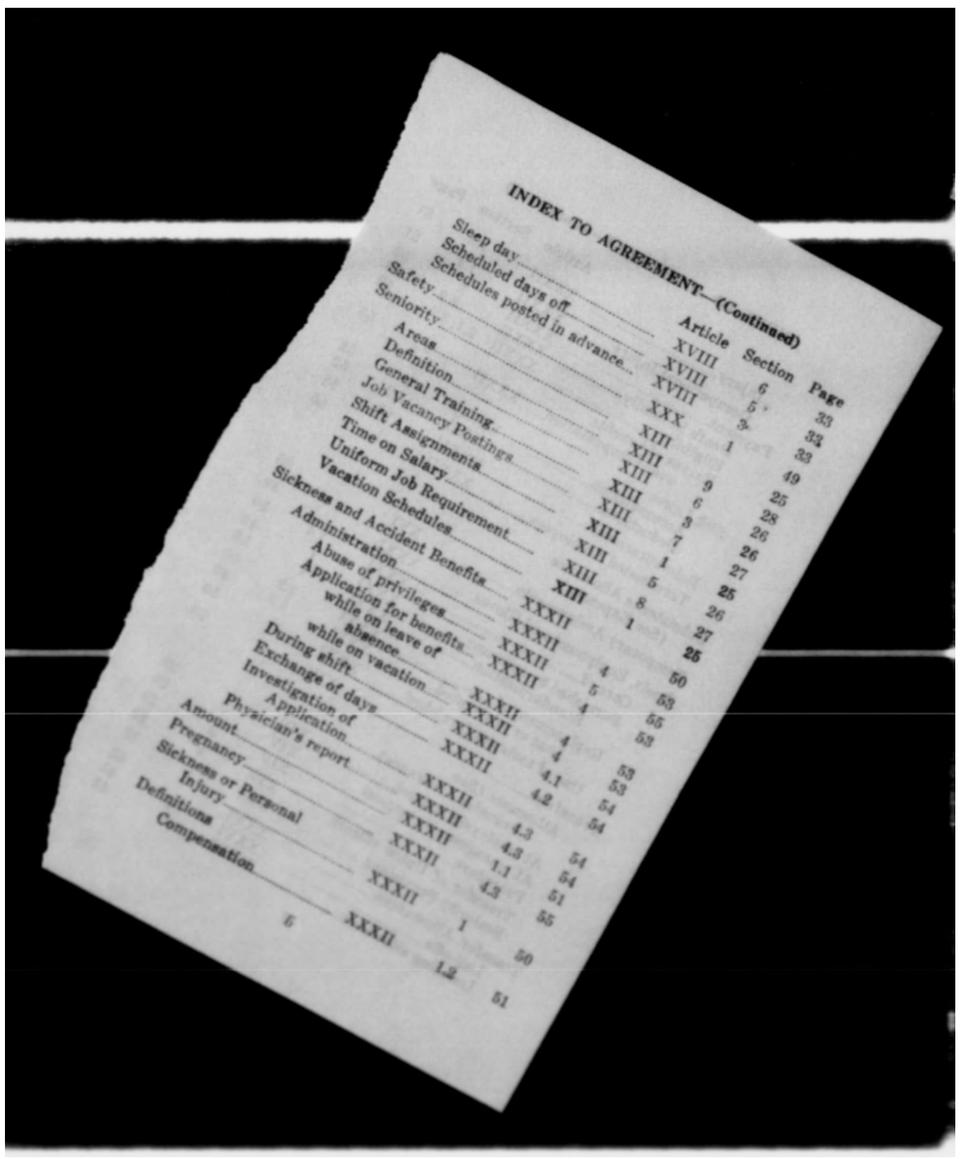


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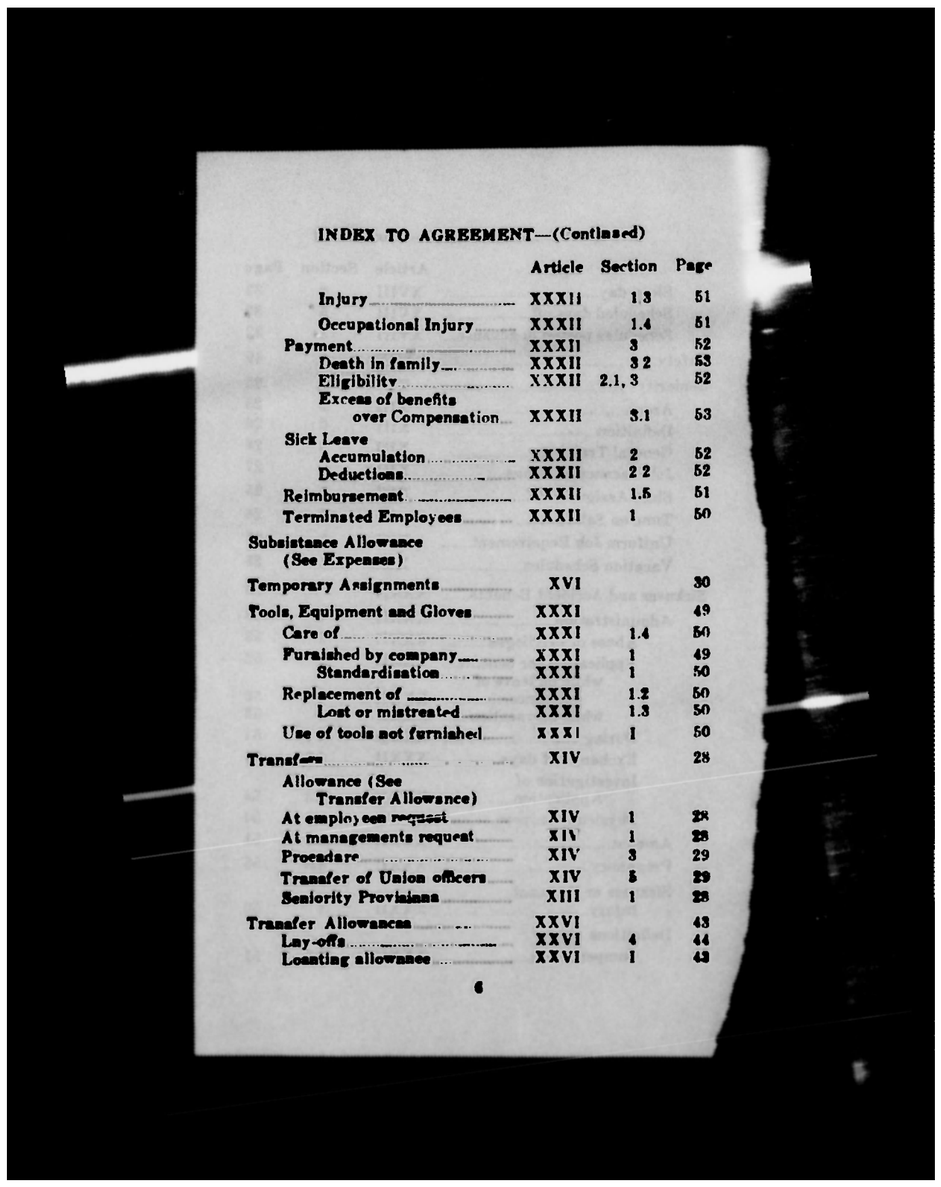
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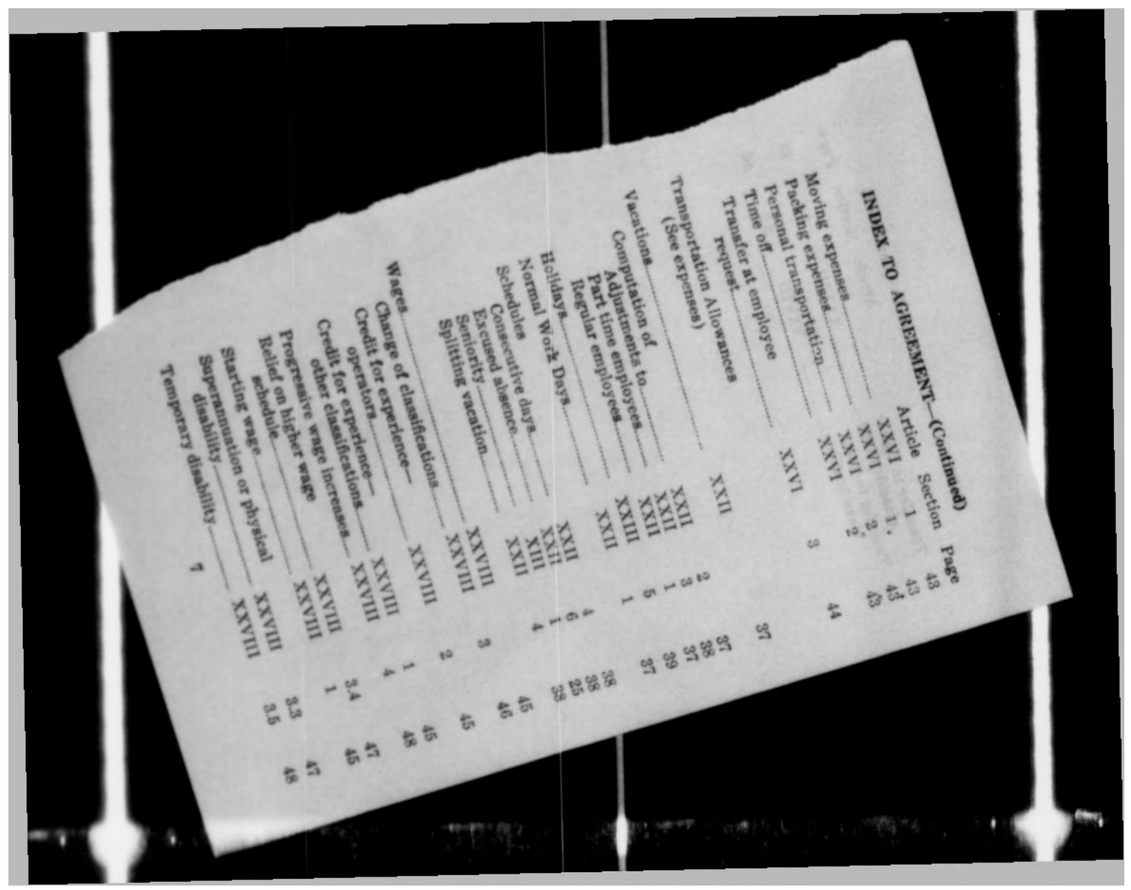
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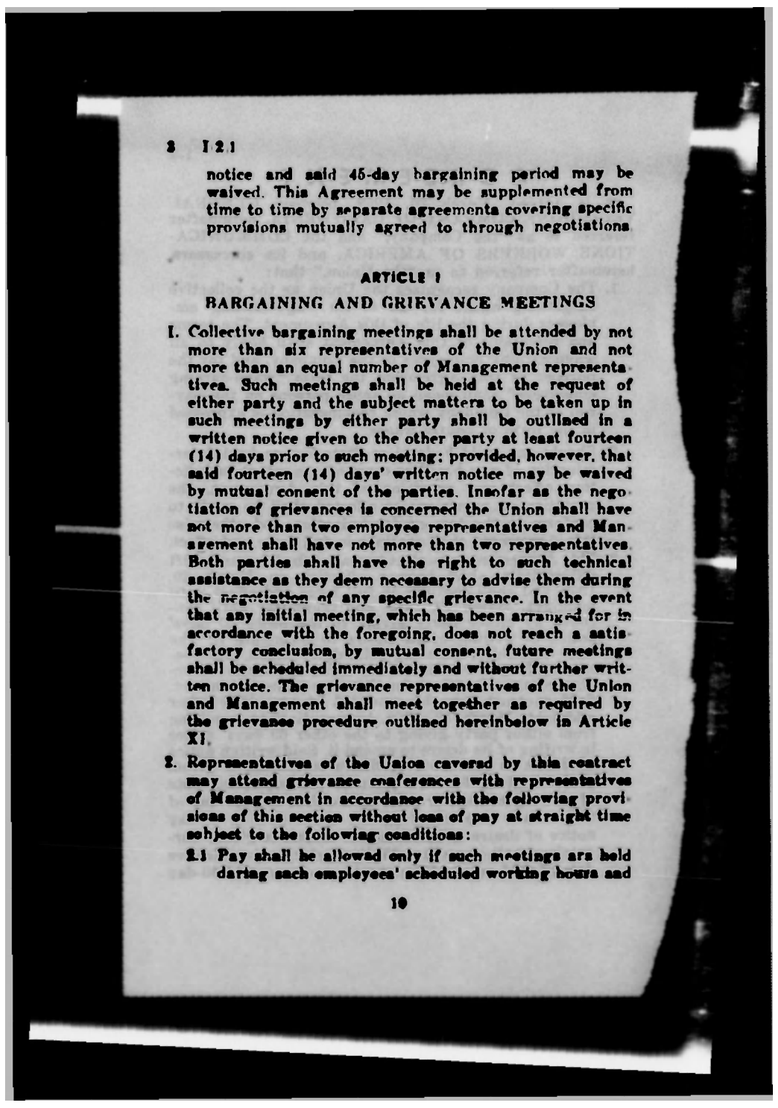
AGREEMENT

It is agreed, March 20, 1959, between GENERAL TELEPHONE COMPANY OF CALIFORNIA, hereinafter referred to as "the Company," and the COMMUNICATIONS WORKERS OF AMERICA, and its successors, hereinafter referred to as "the Union," that:

1. The Company recognizes the Union as the collective bargaining agent for all of its wage-earning employees during the life of this Agreement. The terms and conditions of this Agreement shall apply to all wage-earning employees of the Company, and for the purpose of this Agreement the term "wage-earning employees" shall mean all those persons on the payroll of the Company whose remuneration is expressed in the form of hourly wages.

2. Should any valid Federal or State law or final determination of any board or court of competent jurisdiction affect any provision of this Agreement, the provision or provisions so affected shall be made to conform to the law or determination and otherwise this Agreement shall continue in full force and effect.

3. This Agreement, except as to wage schedules and shift differentials, shall become effective on March 20, 1959, and shall continue in full force and effect until midnight, March 19, 1960, and thereafter until cancelled by either party giving to the other 60 days' notice in writing of its desire to terminate it. The wage schedules, including shift differentials, shall become effective on March 22, 1959, and shall otherwise continue in effect for the same term of contract. Said contract may be amended at any time after midnight, March 19, 1960, by negotiations resulting from either party giving to the other 60 days' notice in writing of its desire to amend it. Said written notice of desire to terminate or desire to amend, if given, shall be given 60 days prior to the expiration date of this Agreement or prior to the first or 16th day of any month thereafter. In the event such a 60-day notice of desire to terminate or amend is given, bargaining shall commence 45 days prior to the effective date of said notice. By mutual agreement said 60-day



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notice and said 45-day bargaining period may be waived. This Agreement may be supplemented from time to time by separate agreements covering specific provisions mutually agreed to through negotiations.

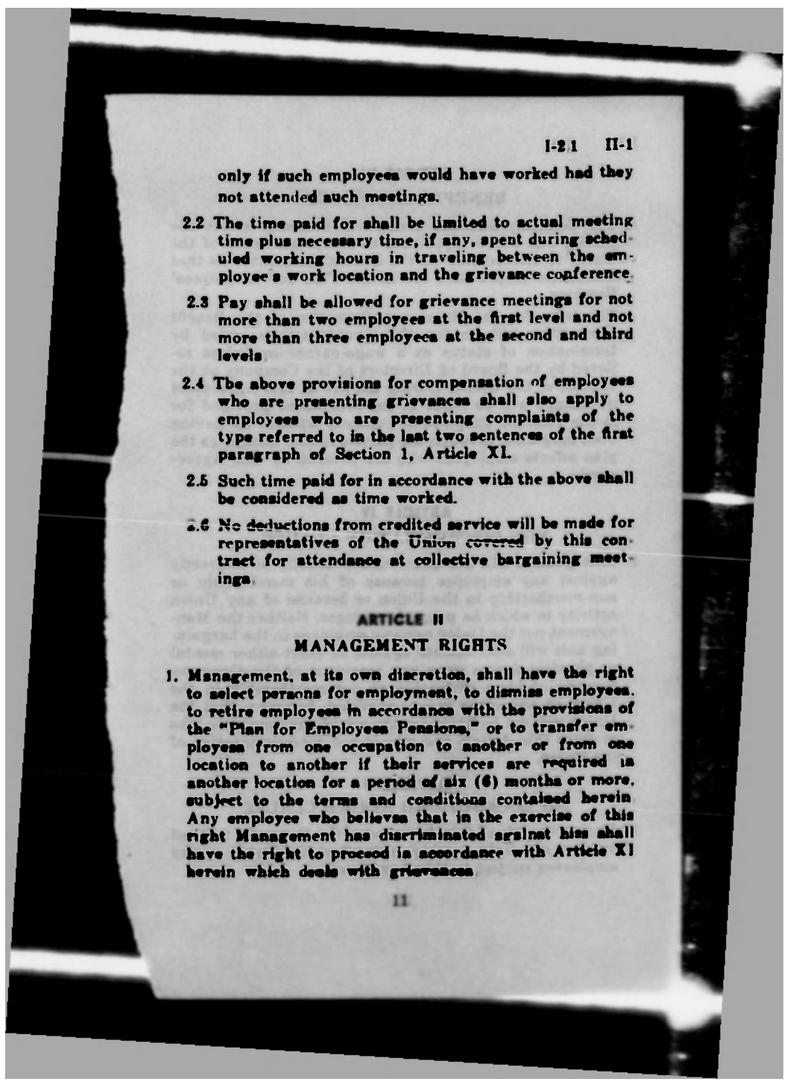
ARTICLE I

BARGAINING AND GRIEVANCE MEETINGS

1. Collective bargaining meetings shall be attended by not more than six representatives of the Union and not more than an equal number of Management representatives. Such meetings shall be held at the request of either party and the subject matters to be taken up in such meetings by either party shall be outlined in a written notice given to the other party at least fourteen (14) days prior to such meeting; provided, however, that said fourteen (14) days' written notice may be waived by mutual consent of the parties. Insofar as the negotiation of grievances is concerned the Union shall have not more than two employee representatives and Management shall have not more than two representatives. Both parties shall have the right to such technical assistance as they deem necessary to advise them during the negotiation of any specific grievance. In the event that any initial meeting, which has been arranged for in accordance with the foregoing, does not reach a satisfactory conclusion, by mutual consent, future meetings shall be scheduled immediately and without further written notice. The grievance representatives of the Union and Management shall meet together as required by the grievance procedure outlined hereinbelow in Article XI.

2. Representatives of the Union covered by this contract may attend grievance conferences with representatives of Management in accordance with the following provisions of this section without loss of pay at straight time subject to the following conditions:

2.1 Pay shall be allowed only if such meetings are held during such employees' scheduled working hours and



only if such employees would have worked had they not attended such meetings.

2.2 The time paid for shall be limited to actual meeting time plus necessary time, if any, spent during scheduled working hours in traveling between the employee's work location and the grievance conference.

2.3 Pay shall be allowed for grievance meetings for not more than two employees at the first level and not more than three employees at the second and third levels.

2.4 The above provisions for compensation of employees who are presenting grievances shall also apply to employees who are presenting complaints of the type referred to in the last two sentences of the first paragraph of Section 1, Article XI.

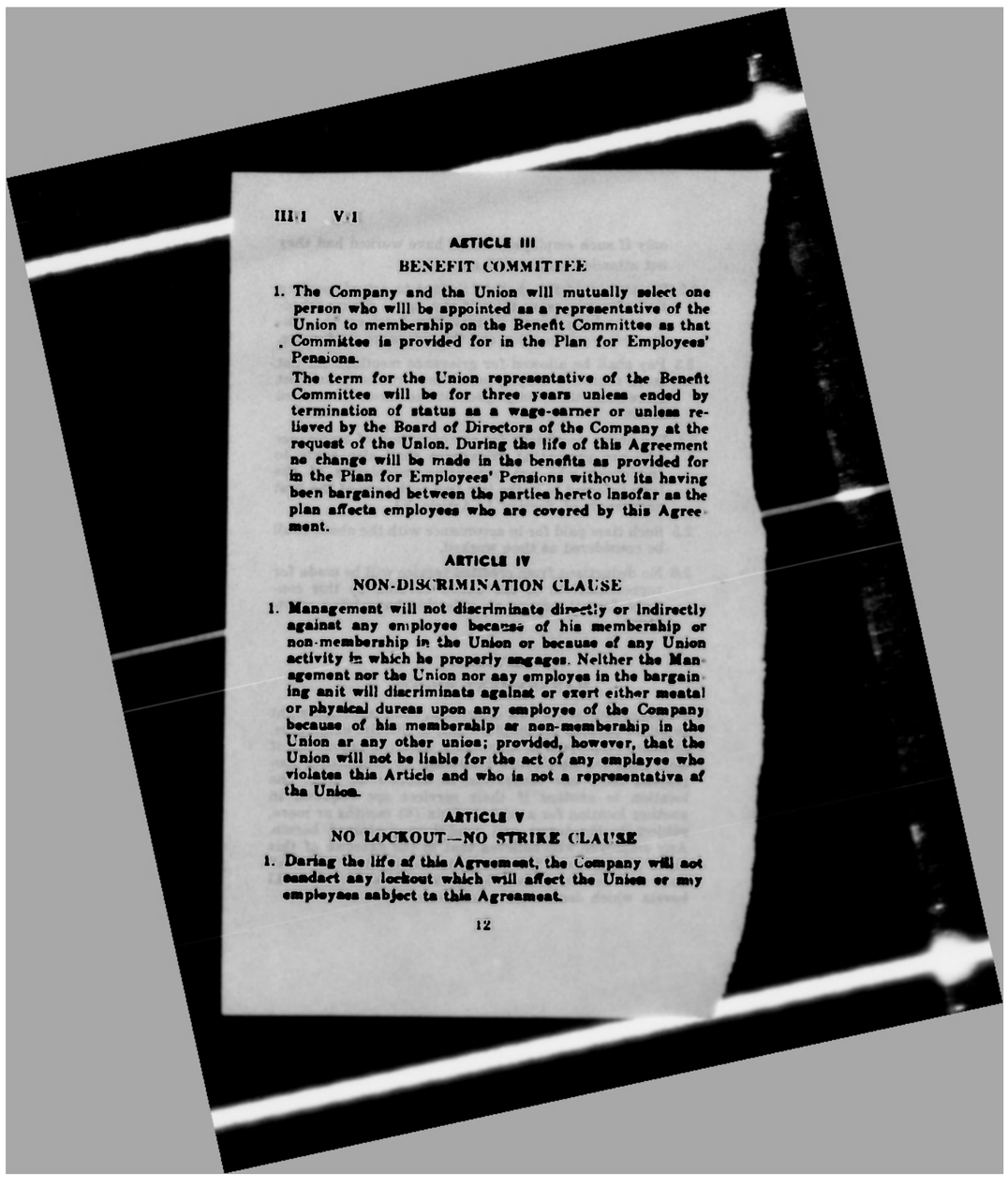
2.5 Such time paid for in accordance with the above shall be considered as time worked.

2.6 No deductions from credited service will be made for representatives of the Union covered by this contract for attendance at collective bargaining meetings.

ARTICLE II

MANAGEMENT RIGHTS

1. Management, at its own discretion, shall have the right to select persons for employment, to dismiss employees, to retire employees in accordance with the provisions of the "Plan for Employees Pensions," or to transfer employees from one occupation to another or from one location to another if their services are required in another location for a period of six (6) months or more, subject to the terms and conditions contained herein. Any employee who believes that in the exercise of this right Management has discriminated against him shall have the right to proceed in accordance with Article XI herein which deals with grievances.



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ARTICLE III

BENEFIT COMMITTEE

1. The Company and the Union will mutually select one person who will be appointed as a representative of the Union to membership on the Benefit Committee as that Committee is provided for in the Plan for Employees' Pensions.

The term for the Union representative of the Benefit Committee will be for three years unless ended by termination of status as a wage-earner or unless relieved by the Board of Directors of the Company at the request of the Union. During the life of this Agreement no change will be made in the benefits as provided for in the Plan for Employees' Pensions without its having been bargained between the parties hereto insofar as the plan affects employees who are covered by this Agreement.

ARTICLE IV

NON-DISCRIMINATION CLAUSE

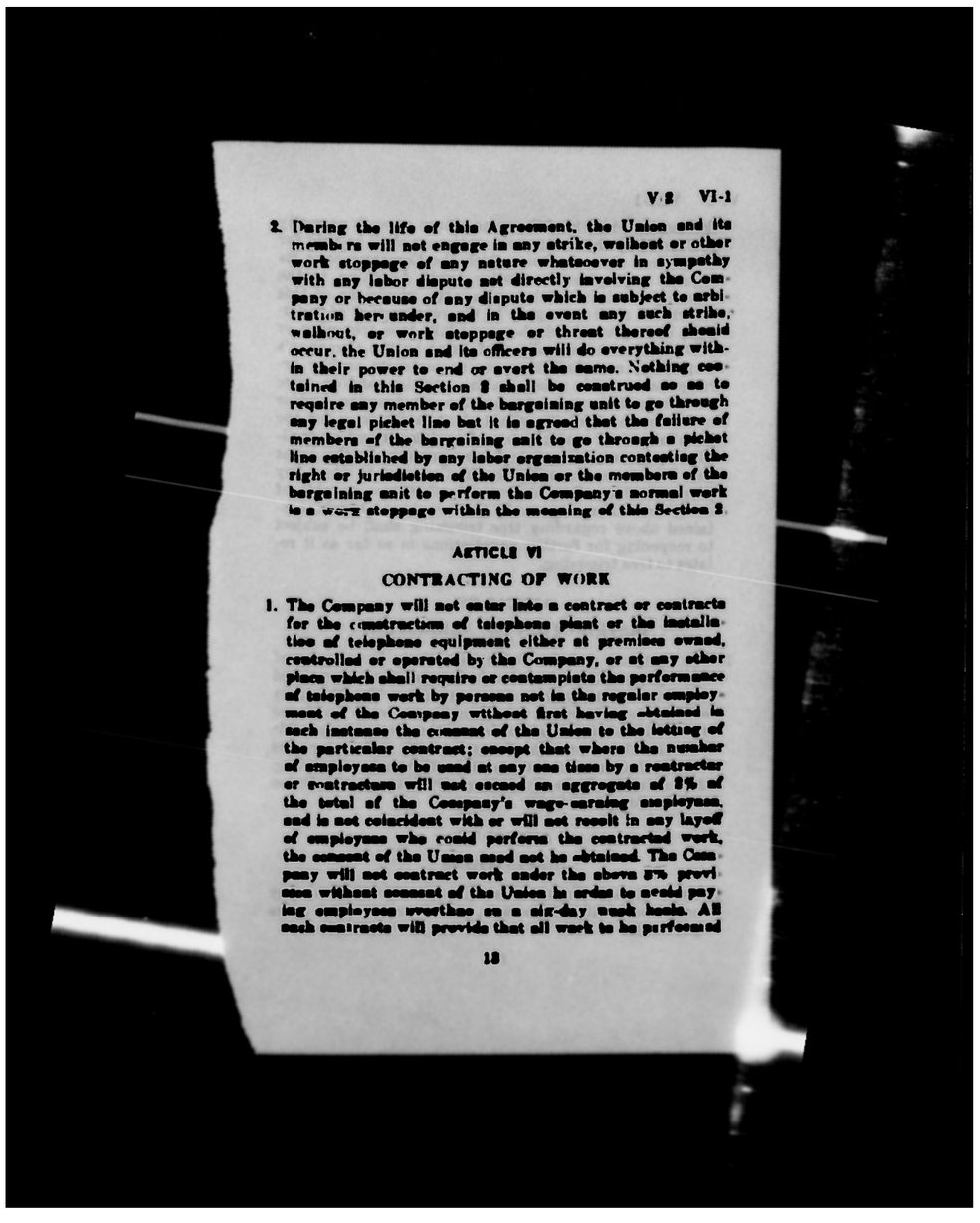
1. Management will not discriminate directly or indirectly against any employee because of his membership or non-membership in the Union or because of any Union activity in which he properly engages. Neither the Management nor the Union nor any employee in the bargaining unit will discriminate against or exert either mental or physical duress upon any employee of the Company because of his membership or non-membership in the Union or any other union; provided, however, that the Union will not be liable for the act of any employee who violates this Article and who is not a representative of the Union.

ARTICLE V

NO LOCKOUT—NO STRIKE CLAUSE

1. During the life of this Agreement, the Company will not conduct any lockout which will affect the Union or any employees subject to this Agreement.

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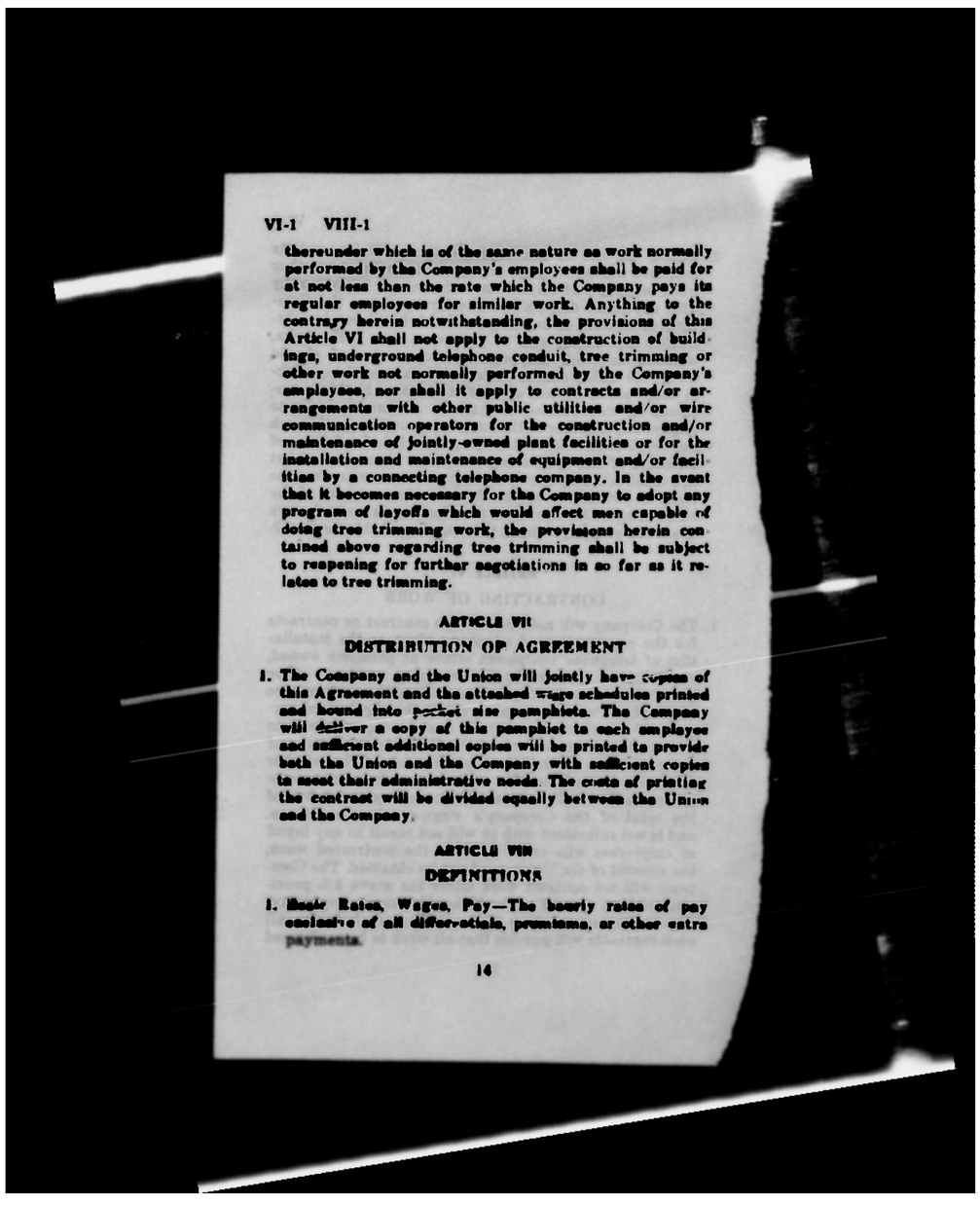
V-2 VI-1

2. During the life of this Agreement, the Union and its members will not engage in any strike, walkout or other work stoppage of any nature whatsoever in sympathy with any labor dispute not directly involving the Company or because of any dispute which is subject to arbitration hereunder, and in the event any such strike, walkout, or work stoppage or threat thereof should occur, the Union and its officers will do everything within their power to end or avert the same. Nothing contained in this Section 2 shall be construed so as to require any member of the bargaining unit to go through any legal picket line but it is agreed that the failure of members of the bargaining unit to go through a picket line established by any labor organization contesting the right or jurisdiction of the Union or the members of the bargaining unit to perform the Company's normal work is a work stoppage within the meaning of this Section 2.

ARTICLE VI

CONTRACTING OF WORK

1. The Company will not enter into a contract or contracts for the construction of telephone plant or the installation of telephone equipment either at premises owned, controlled or operated by the Company, or at any other place which shall require or contemplate the performance of telephone work by persons not in the regular employment of the Company without first having obtained in each instance the consent of the Union to the letting of the particular contract; except that where the number of employees to be used at any one time by a contractor or contractors will not exceed an aggregate of 5% of the total of the Company's wage-earning employees, and is not coincident with or will not result in any layoff of employees who could perform the contracted work, the consent of the Union need not be obtained. The Company will not contract work under the above 5% provision without consent of the Union in order to avoid paying employees overtime on a six-day week basis. All such contracts will provide that all work to be performed



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thereunder which is of the same nature as work normally performed by the Company's employees shall be paid for at not less than the rate which the Company pays its regular employees for similar work. Anything to the contrary herein notwithstanding, the provisions of this Article VI shall not apply to the construction of buildings, underground telephone conduit, tree trimming or other work not normally performed by the Company's employees, nor shall it apply to contracts and/or arrangements with other public utilities and/or wire communication operators for the construction and/or maintenance of jointly-owned plant facilities or for the installation and maintenance of equipment and/or facilities by a connecting telephone company. In the event that it becomes necessary for the Company to adopt any program of layoffs which would affect men capable of doing tree trimming work, the provisions herein contained above regarding tree trimming shall be subject to reopening for further negotiations in so far as it relates to tree trimming.

ARTICLE VII

DISTRIBUTION OF AGREEMENT

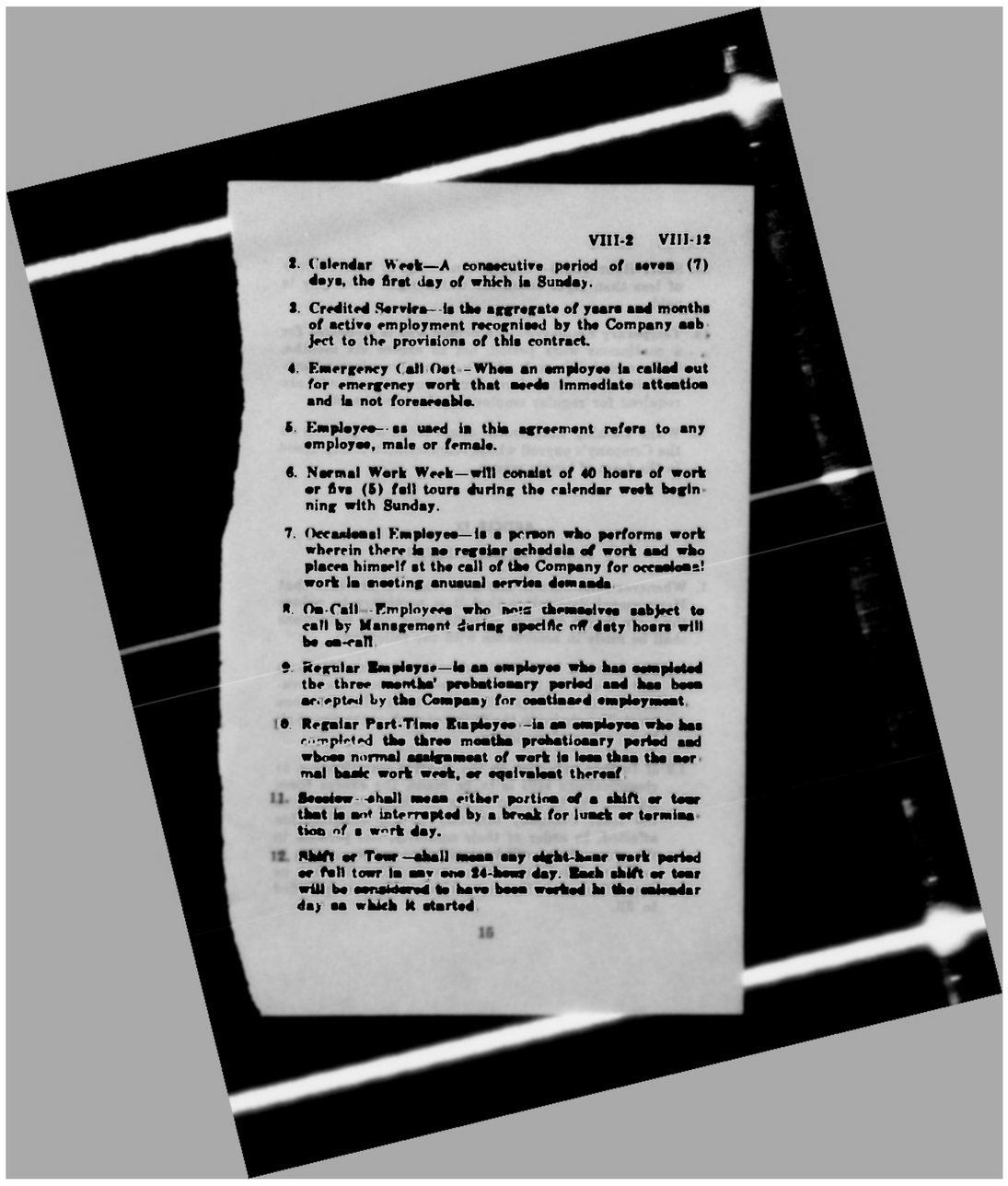
1. The Company and the Union will jointly have copies of this Agreement and the attached wage schedules printed and bound into pocket size pamphlets. The Company will deliver a copy of this pamphlet to each employee and sufficient additional copies will be printed to provide both the Union and the Company with sufficient copies to meet their administrative needs. The costs of printing the contract will be divided equally between the Union and the Company.

ARTICLE VIII

DEFINITIONS

1. Hourly Rates, Wages, Pay—The hourly rates of pay exclusive of all differentials, premiums, or other extra payments.

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2. Calendar Week—A consecutive period of seven (7) days, the first day of which is Sunday.

3. Credited Service—is the aggregate of years and months of active employment recognized by the Company subject to the provisions of this contract.

4. Emergency Call Out—When an employee is called out for emergency work that needs immediate attention and is not foreseeable.

5. Employee—as used in this agreement refers to any employee, male or female.

6. Normal Work Week—will consist of 40 hours of work or five (5) full tours during the calendar week beginning with Sunday.

7. Occasional Employee—is a person who performs work wherein there is no regular schedule of work and who places himself at the call of the Company for occasional work in meeting unusual service demands.

8. On-Call—Employees who make themselves subject to call by Management during specific off duty hours will be on-call.

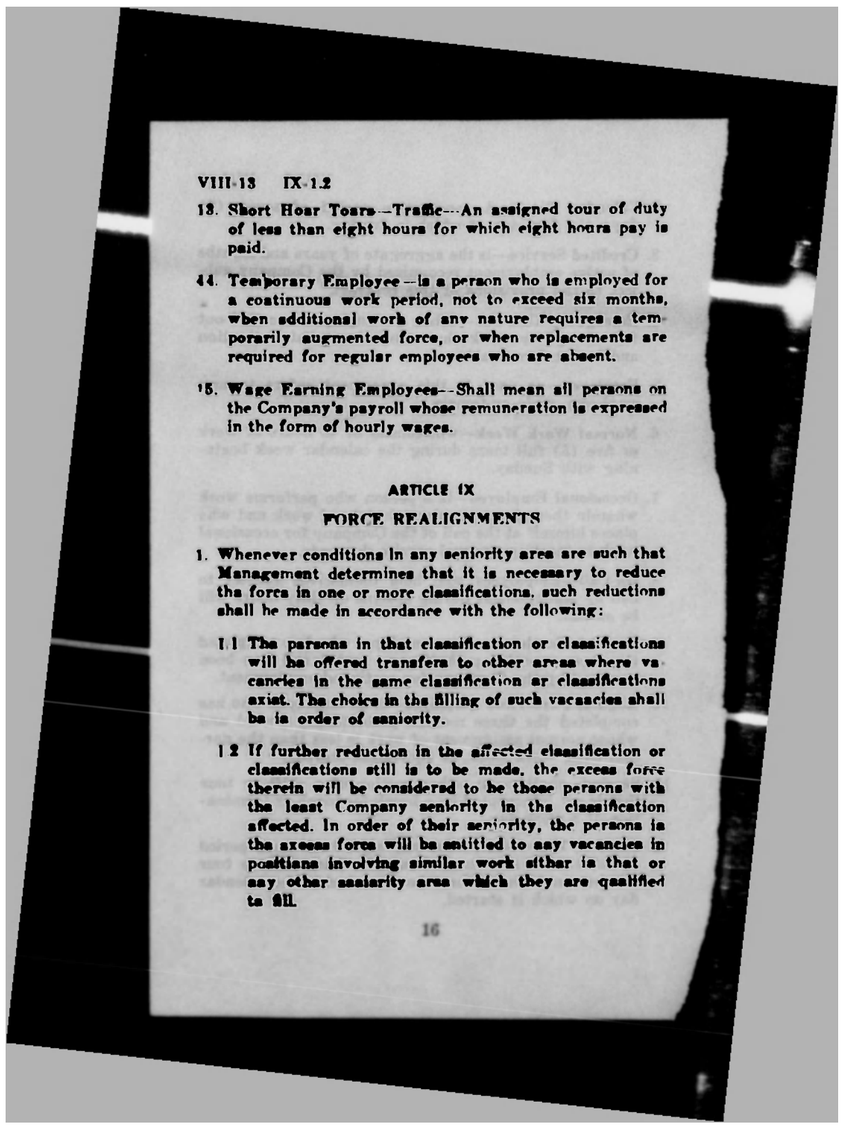
9. Regular Employee—is an employee who has completed the three months' probationary period and has been accepted by the Company for continued employment.

10. Regular Part-Time Employee—is an employee who has completed the three months probationary period and whose normal assignment of work is less than the normal basic work week, or equivalent thereof.

11. Session—shall mean either portion of a shift or tour that is not interrupted by a break for lunch or termination of a work day.

12. Shift or Tour—shall mean any eight-hour work period or full tour in any one 24-hour day. Each shift or tour will be considered to have been worked in the calendar day on which it started.

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13. Short Hour Tours--Traffic---An assigned tour of duty of less than eight hours for which eight hours pay is paid.

14. Temporary Employee--is a person who is employed for a continuous work period, not to exceed six months, when additional work of any nature requires a temporarily augmented force, or when replacements are required for regular employees who are absent.

15. Wage Earning Employees--Shall mean all persons on the Company's payroll whose remuneration is expressed in the form of hourly wages.

ARTICLE IX

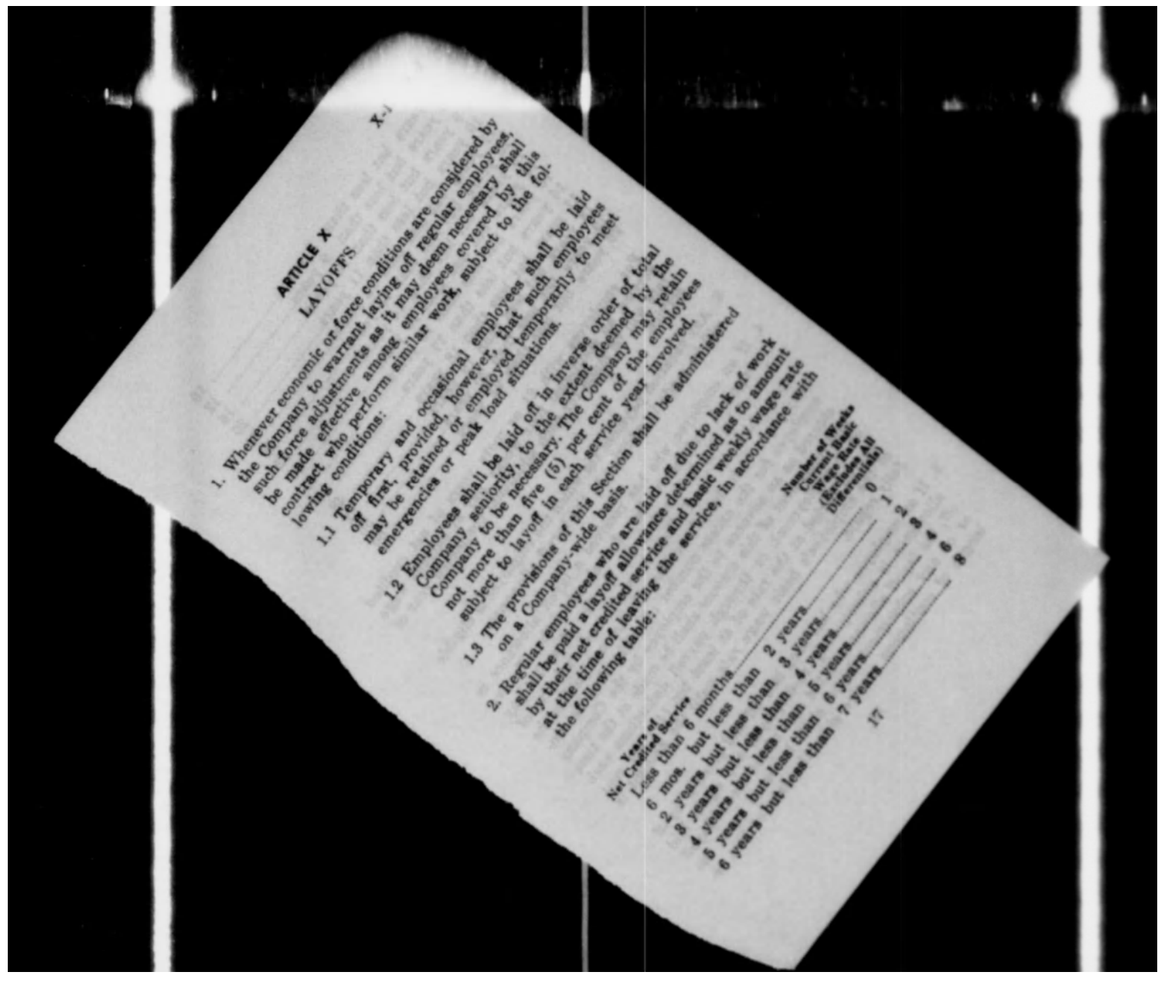
FORCE REALIGNMENTS

1. Whenever conditions in any seniority area are such that Management determines that it is necessary to reduce the force in one or more classifications, such reductions shall be made in accordance with the following:

1.1 The persons in that classification or classifications will be offered transfers to other areas where vacancies in the same classification or classifications exist. The choice in the filling of such vacancies shall be in order of seniority.

1.2 If further reduction in the affected classification or classifications still is to be made, the excess force therein will be considered to be those persons with the least Company seniority in the classification affected. In order of their seniority, the persons in the excess force will be entitled to any vacancies in positions involving similar work either in that or any other seniority area which they are qualified to fill.

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ARTICLE X

LAYOFFS

1. Whenever economic or force conditions are considered by the Company to warrant laying off regular employees such forces adjustments as it may deem necessary shall be made effective among employees covered by this contract who perform similar work, subject to the following conditions:

1.1 Temporary and occasional employees shall be laid off in inverse order of total off first, provided, however, that such employees may be retained or employed temporarily to meet emergencies or peak load situations.

1.2 Employees shall be laid off in inverse order of total Company seniority, to the extent deemed by the Company to be necessary. The Company may retain not more than five (5) per cent of the employees subject to layoff in each service year involved.

1.3 The provisions of this Section shall be administered on a Company-wide basis.

2. Regular employees who are laid off due to lack of work shall be paid a layoff allowance determined as to amount by their net credited service and basic weekly wage rate at the time of leaving the service, in accordance with the following table:

Years of Net Credited Service	Number of Weeks Current Basic Wage Rate (Exclusive of Differentials)
Less than 6 months	0 weeks
6 mos. but less than 2 years	1 week
2 years but less than 3 years	2 weeks
3 years but less than 4 years	3 weeks
4 years but less than 5 years	4 weeks
5 years but less than 6 years	5 weeks
6 years but less than 7 years	6 weeks

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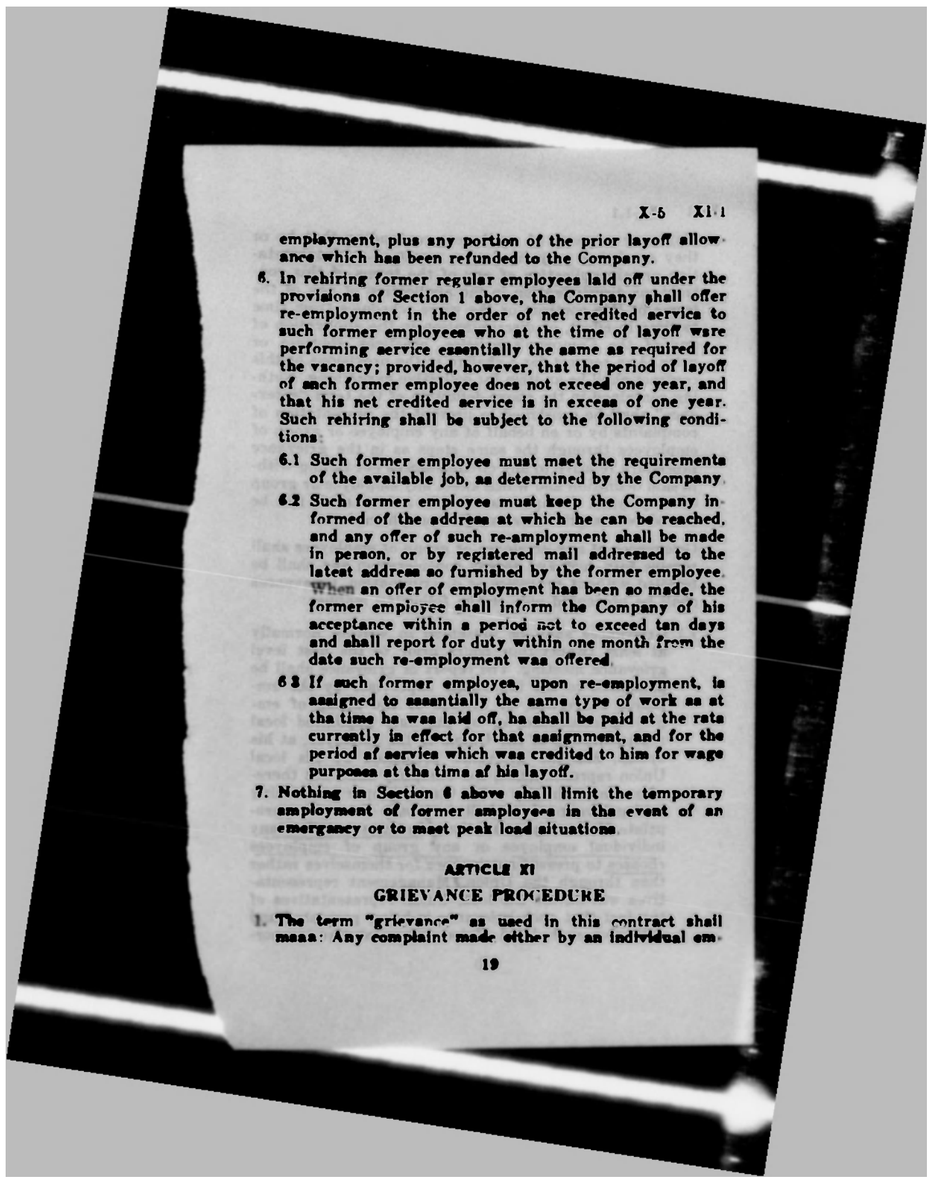
7 years	but less than	8 years		10
8 years	but less than	9 years		12
9 years	but less than	10 years		16
10 years	but less than	11 years		20
11 years	but less than	12 years		24
12 years	but less than	13 years		28
13 years	but less than	14 years		32
14 years	but less than	15 years		36
15 years	but less than	16 years		40
16 years	but less than	17 years		44
17 years	but less than	18 years		48
18 years	but less than	19 years		52
19 years	but less than	20 years		56
20 years	but less than	21 years		60

For employees with 21 or more years of net credited service, an additional four weeks' pay at current wage rate will be made for each additional completed year of service.

3. Any vacation payment for which the employee is eligible will be made in addition to the layoff allowance.

4. If an employee who has received a layoff allowance is reengaged, and the number of weeks since the effective date of leaving is less than the number of weeks' pay upon which the layoff allowance was based, exclusive of any payment in lieu of vacation, the amount paid to the employee for the excess number of weeks shall be considered as an advance to the employee by the Company and repayment of this amount shall be made at the time of re employment, or through payroll deductions each payroll period at the rate of at least ten (10) per cent of the employee's basic wage rate until the amount is fully repaid.

5. If an employee who has been laid off and given a layoff allowance is subsequently re-employed and again laid off, the layoff allowance in the case of the second layoff or of any subsequent layoff shall be based upon the length of continuous service since the date of last re-



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employment, plus any portion of the prior layoff allowance which has been refunded to the Company.

6. In rehiring former regular employees laid off under the provisions of Section 1 above, the Company shall offer re-employment in the order of net credited service to such former employees who at the time of layoff were performing service essentially the same as required for the vacancy; provided, however, that the period of layoff of such former employee does not exceed one year, and that his net credited service is in excess of one year. Such rehiring shall be subject to the following conditions:

6.1 Such former employee must meet the requirements of the available job, as determined by the Company.

6.2 Such former employee must keep the Company informed of the address at which he can be reached, and any offer of such re-employment shall be made in person, or by registered mail addressed to the latest address so furnished by the former employee. When an offer of employment has been so made, the former employee shall inform the Company of his acceptance within a period not to exceed ten days and shall report for duty within one month from the date such re-employment was offered.

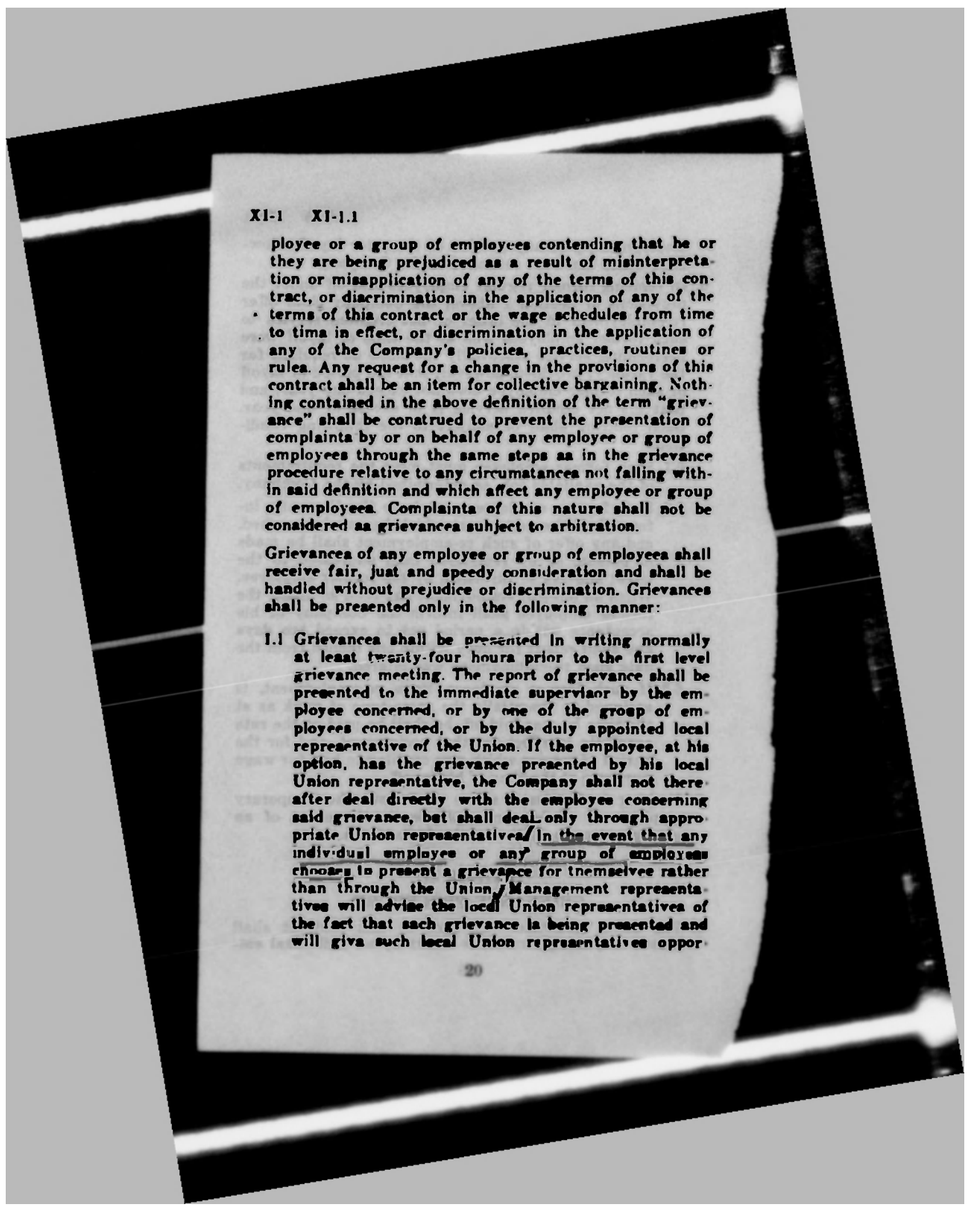
6.3 If such former employee, upon re-employment, is assigned to essentially the same type of work as at the time he was laid off, he shall be paid at the rate currently in effect for that assignment, and for the period of service which was credited to him for wage purposes at the time of his layoff.

7. Nothing in Section 6 above shall limit the temporary employment of former employees in the event of an emergency or to meet peak load situations.

ARTICLE XI

GRIEVANCE PROCEDURE

1. The term "grievance" as used in this contract shall mean: Any complaint made either by an individual em-



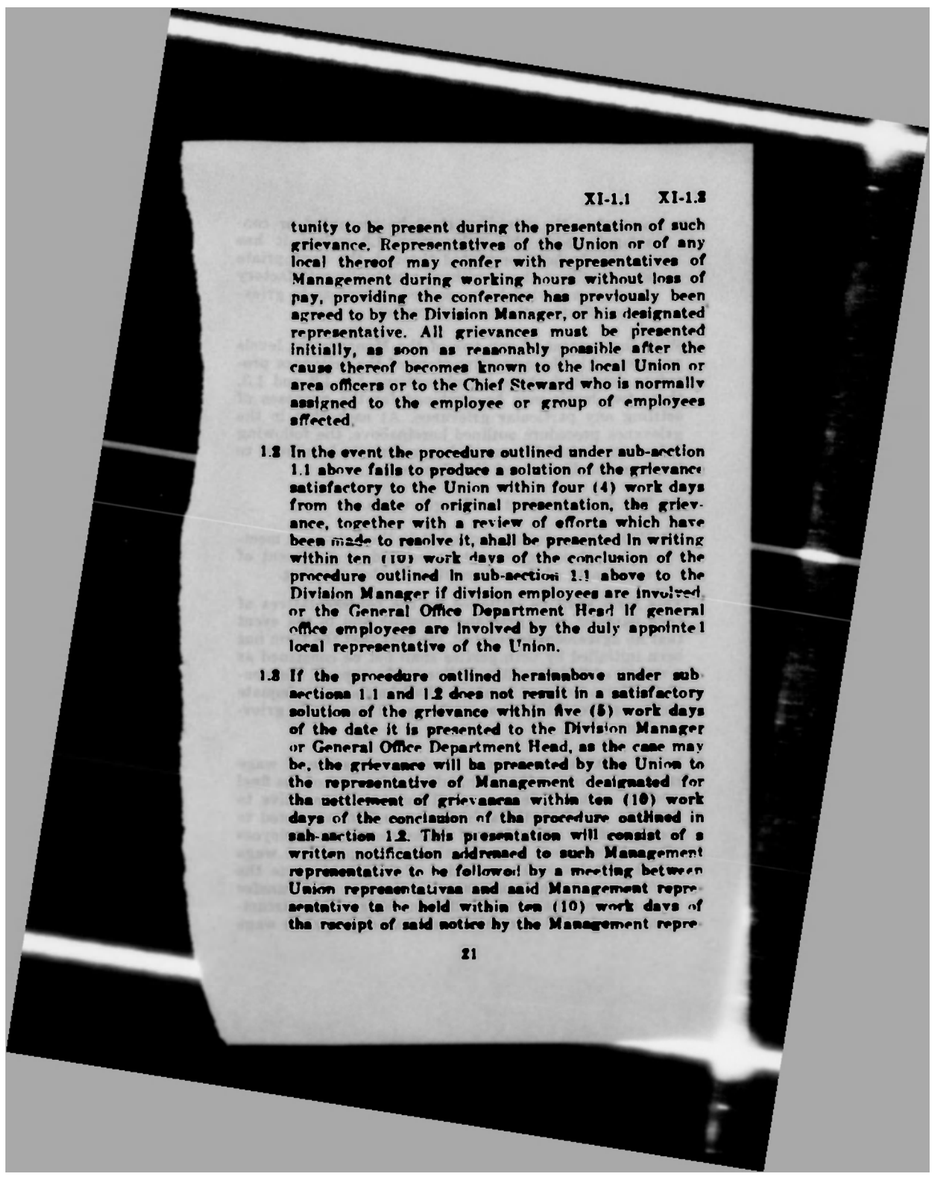
XI-1 XI-1.1

ployee or a group of employees contending that he or they are being prejudiced as a result of misinterpretation or misapplication of any of the terms of this contract, or discrimination in the application of any of the terms of this contract or the wage schedules from time to time in effect, or discrimination in the application of any of the Company's policies, practices, routines or rules. Any request for a change in the provisions of this contract shall be an item for collective bargaining. Nothing contained in the above definition of the term "grievance" shall be construed to prevent the presentation of complaints by or on behalf of any employee or group of employees through the same steps as in the grievance procedure relative to any circumstances not falling within said definition and which affect any employee or group of employees. Complaints of this nature shall not be considered as grievances subject to arbitration.

Grievances of any employee or group of employees shall receive fair, just and speedy consideration and shall be handled without prejudice or discrimination. Grievances shall be presented only in the following manner:

I.1 Grievances shall be presented in writing normally at least twenty-four hours prior to the first level grievance meeting. The report of grievance shall be presented to the immediate supervisor by the employee concerned, or by one of the group of employees concerned, or by the duly appointed local representative of the Union. If the employee, at his option, has the grievance presented by his local Union representative, the Company shall not thereafter deal directly with the employee concerning said grievance, but shall deal only through appropriate Union representatives. In the event that any individual employee or any group of employees chooses to present a grievance for themselves rather than through the Union, Management representatives will advise the local Union representatives of the fact that such grievance is being presented and will give such local Union representatives oppor-

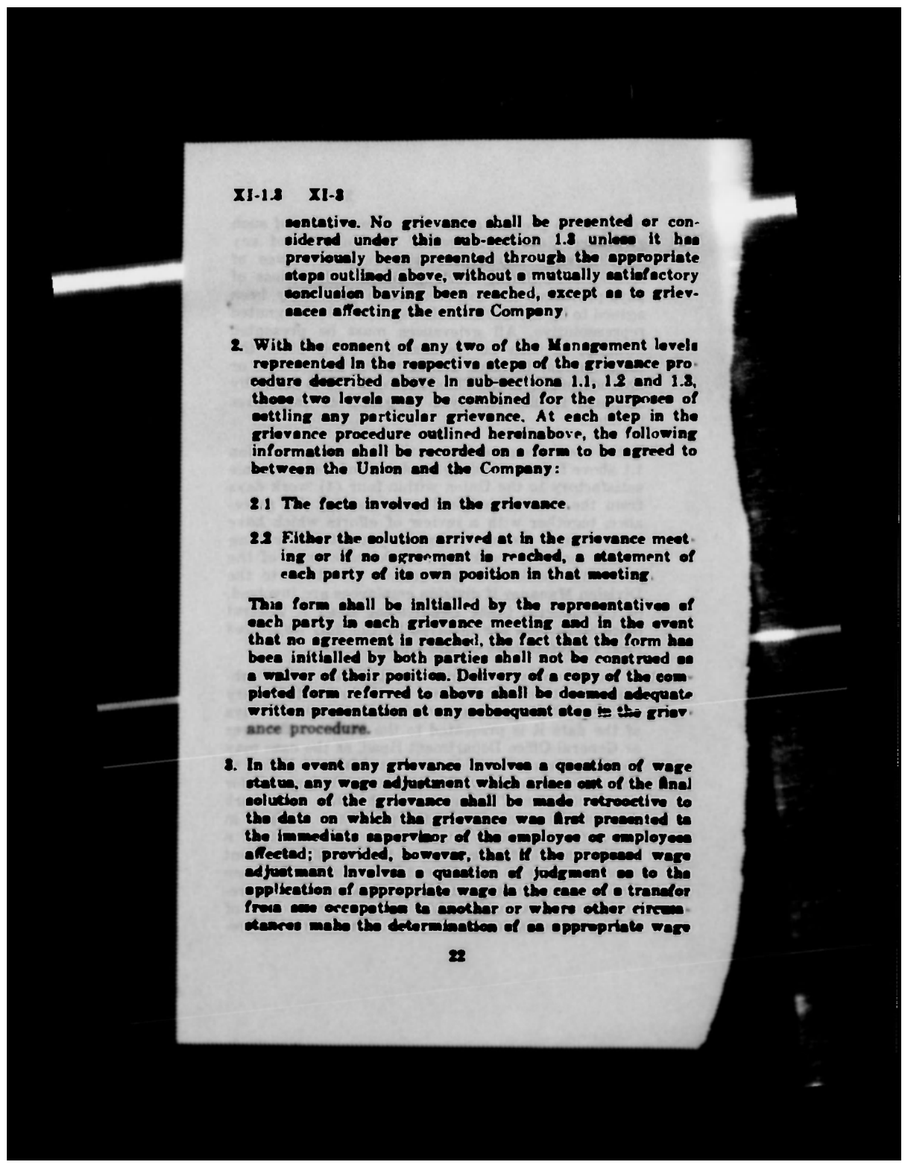
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tunity to be present during the presentation of such grievance. Representatives of the Union or of any local thereof may confer with representatives of Management during working hours without loss of pay, providing the conference has previouly been agreed to by the Division Manager, or his designated representative. All grievances must be presented initially, as soon as reasonably possible after the cause thereof becomes known to the local Union or area officers or to the Chief Steward who is normally assigned to the employee or group of employees affected.

1.2 In the event the procedure outlined under sub-section 1.1 above fails to produce a solution of the grievance satisfactory to the Union within four (4) work days from the date of original presentation, the grievance, together with a review of efforts which have been made to resolve it, shall be presented in writing within ten (10) work days of the conclusion of the procedure outlined in sub-section 1.1 above to the Division Manager if division employees are involved, or the General Office Department Head if general office employees are involved by the duly appointed local representative of the Union.

1.3 If the procedure outlined hereinabove under sub-sections 1.1 and 1.2 does not result in a satisfactory solution of the grievance within five (5) work days of the date it is presented to the Division Manager or General Office Department Head, as the case may be, the grievance will be presented by the Union to the representative of Management designated for the settlement of grievances within ten (10) work days of the conclusion of the procedure outlined in sub-section 1.2. This presentation will consist of a written notification addressed to such Management representative to be followed by a meeting between Union representatives and said Management representative to be held within ten (10) work days of the receipt of said notice by the Management repre-



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sentative. No grievance shall be presented or considered under this sub-section 1.3 unless it has previously been presented through the appropriate steps outlined above, without a mutually satisfactory conclusion having been reached, except as to grievances affecting the entire Company.

2. With the consent of any two of the Management levels represented in the respective steps of the grievance procedure described above in sub-sections 1.1, 1.2 and 1.3, those two levels may be combined for the purposes of settling any particular grievance. At each step in the grievance procedure outlined hereinabove, the following information shall be recorded on a form to be agreed to between the Union and the Company:

2.1 The facts involved in the grievance.

2.2 Either the solution arrived at in the grievance meeting or if no agreement is reached, a statement of each party of its own position in that meeting.

This form shall be initialled by the representatives of each party in each grievance meeting and in the event that no agreement is reached, the fact that the form has been initialled by both parties shall not be construed as a waiver of their position. Delivery of a copy of the completed form referred to above shall be deemed adequate written presentation at any subsequent step in the grievance procedure.

3. In the event any grievance involves a question of wage status, any wage adjustment which arises out of the final solution of the grievance shall be made retroactive to the date on which the grievance was first presented to the immediate supervisor of the employee or employees affected; provided, however, that if the proposed wage adjustment involves a question of judgment as to the application of appropriate wage in the case of a transfer from one occupation to another or where other circumstances make the determination of an appropriate wage

a matter of judgment, retroactive adjustment shall not be for more than three (3) months prior to the initial presentation of the grievance under sub-section 1.1 of this Article and provided farther, that if the wage adjustment involved has resulted from the correction of a mechanical or clerical error, the adjustment shall be made retroactive to the time the error commenced.

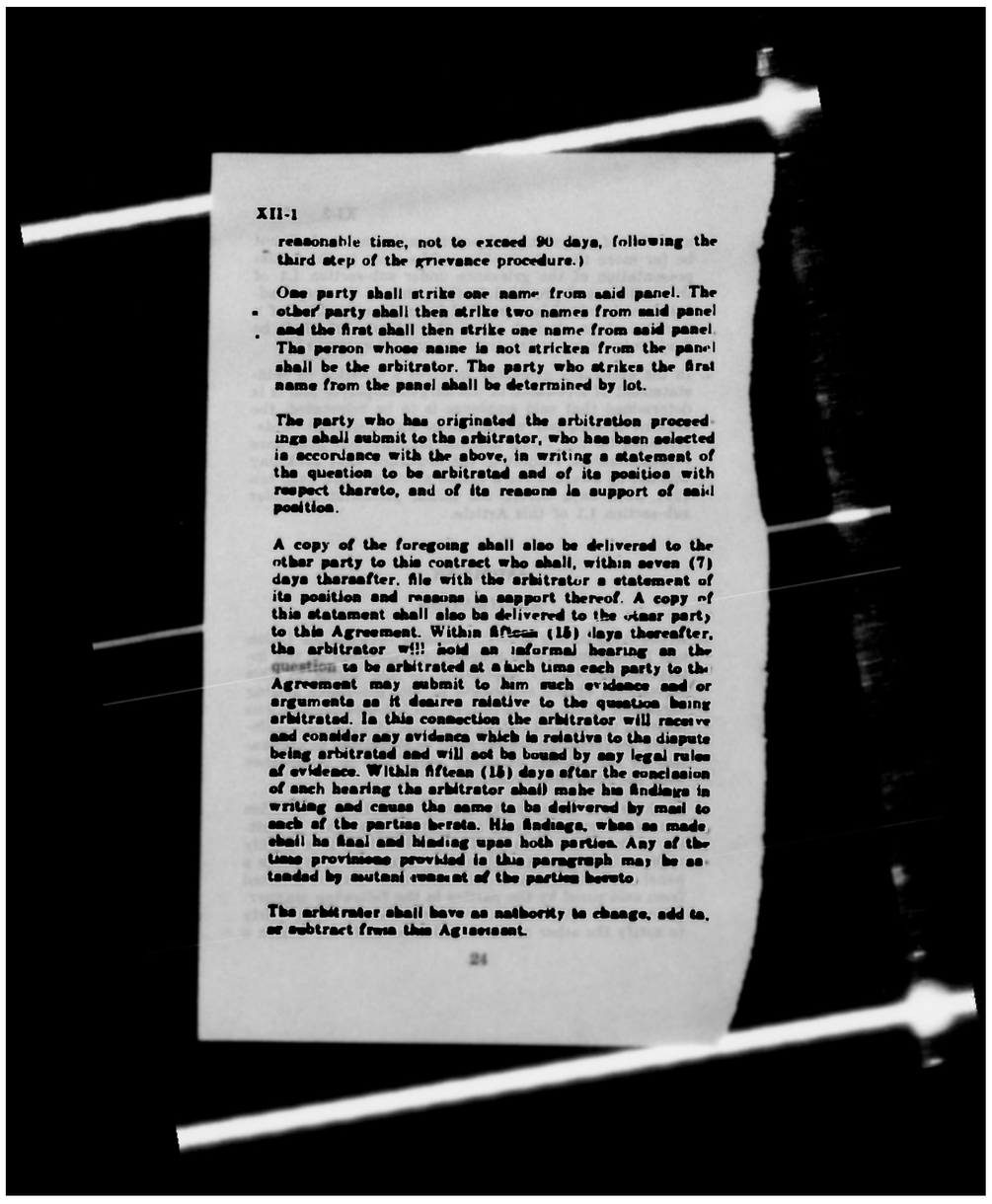
4. In the event any grievance involves a question of reinstatement of a released or discharged employee and it is determined that said employee is to be reinstated, the amount of back pay which can be awarded shall be determined by the Union and the Management grievance representatives, subject to the limitation that back pay will not be awarded for a period starting more than ten (10) work days before the initial presentation under sub section 1.1 of this Article.

ARTICLE XII

ARBITRATION

1. In the event of any difference arising between the Union and Management with respect to a question of the interpretation and or application of the terms of this Agreement or the settlement of any grievance arising hereunder which cannot be resolved through negotiations between the parties hereto under the procedures hereinabove set forth, the matter shall be submitted to arbitration at the request of either party and in accordance with the following procedure:

In the event either party desires to submit a question to arbitration, that party shall notify the other in writing of its desire to so do. The parties shall then jointly request the American Arbitration Association to name a panel of [illegible] arbitrators. The arbitrator shall be selected from said panel by the parties in the following manner: (Note: It is agreed that the objective is for either party to notify the other of its intention to arbitrate within a



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reasonable time, not to exceed 90 days, following the third step of the grievance procedure.)

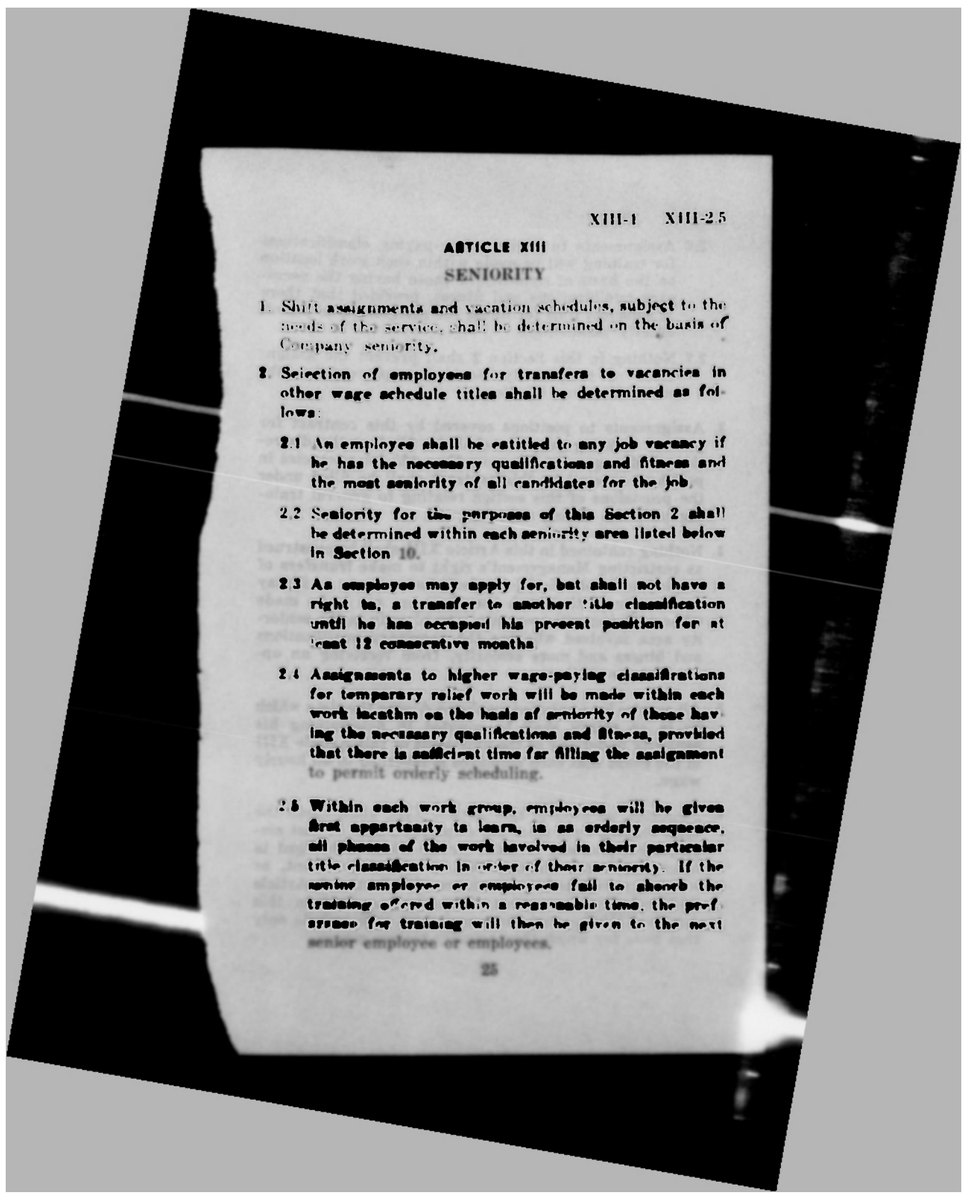
One party shall strike one name from said panel. The other party shall then strike two names from said panel and the first shall then strike one name from said panel. The person whose name is not stricken from the panel shall be the arbitrator. The party who strikes the first name from the panel shall be determined by lot.

The party who has originated the arbitration proceedings shall submit to the arbitrator, who has been selected in accordance with the above, in writing a statement of the question to be arbitrated and of its position with respect thereto, and of its reasons in support of said position.

A copy of the foregoing shall also be delivered to the other party to this contract who shall, within seven (7) days thereafter, file with the arbitrator a statement of its position and reasons in support thereof. A copy of this statement shall also be delivered to the other party to this Agreement. Within fifteen (15) days thereafter, the arbitrator will hold an informal hearing on the question to be arbitrated at a such time each party to the Agreement may submit to him such evidence and or arguments as it desires relative to the question being arbitrated. In this connection the arbitrator will receive and consider any evidence which is relative to the dispute being arbitrated and will not be bound by any legal rules of evidence. Within fifteen (15) days after the conclusion of each hearing the arbitrator shall make his findings in writing and cause the same to be delivered by mail to each of the parties hereto. His findings, when so made, shall be final and binding upon both parties. Any of the time provisions provided in this paragraph may be extended by mutual consent of the parties hereto.

The arbitrator shall have no authority to change, add to, or subtract from this Agreement.

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ARTICLE XIII

SENIORITY

1. Shift assignments and vacation schedules, subject to the needs of the service, shall be determined on the basis of Company seniority.

2. Selection of employees for transfers to vacancies in other wage schedule titles shall be determined as follows:

2.1 An employee shall be entitled to any job vacancy if he has the necessary qualifications and fitness and the most seniority of all candidates for the job.

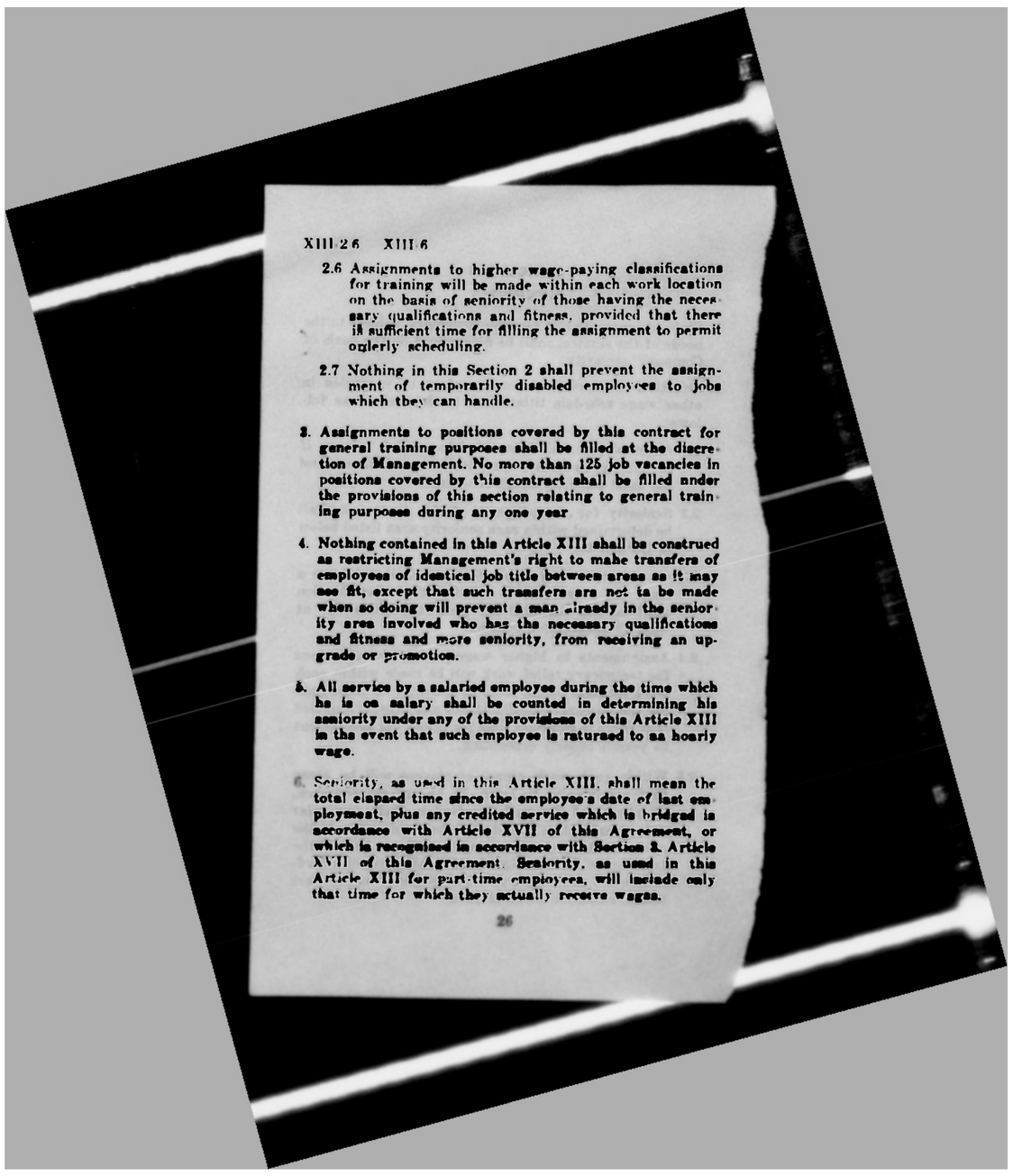
2.2 Seniority for the purposes of this Section 2 shall be determined within each seniority area listed below in Section 10.

2.3 An employee may apply for, but shall not have a right to, a transfer to another title classification until he has occupied his present position for at least 12 consecutive months.

2.4 Assignments to higher wage-paying classifications for temporary relief work will be made within each work location on the basis of seniority of those having the necessary qualifications and fitness, provided that there is sufficient time for filling the assignment to permit orderly scheduling.

2.5 Within each work group, employees will be given first opportunity to learn, in an orderly sequence, all phases of the work involved in their particular title classification in order of their seniority. If the senior employee or employees fail to absorb the training offered within a reasonable time, the preference for training will then be given to the next senior employee or employees.

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2.6 Assignments to higher wage-paying classifications for training will be made within each work location on the basis of seniority of those having the necessary qualifications and fitness, provided that there is sufficient time for filling the assignment to permit orderly scheduling.

2.7 Nothing in this Section 2 shall prevent the assignment of temporarily disabled employees to jobs which they can handle.

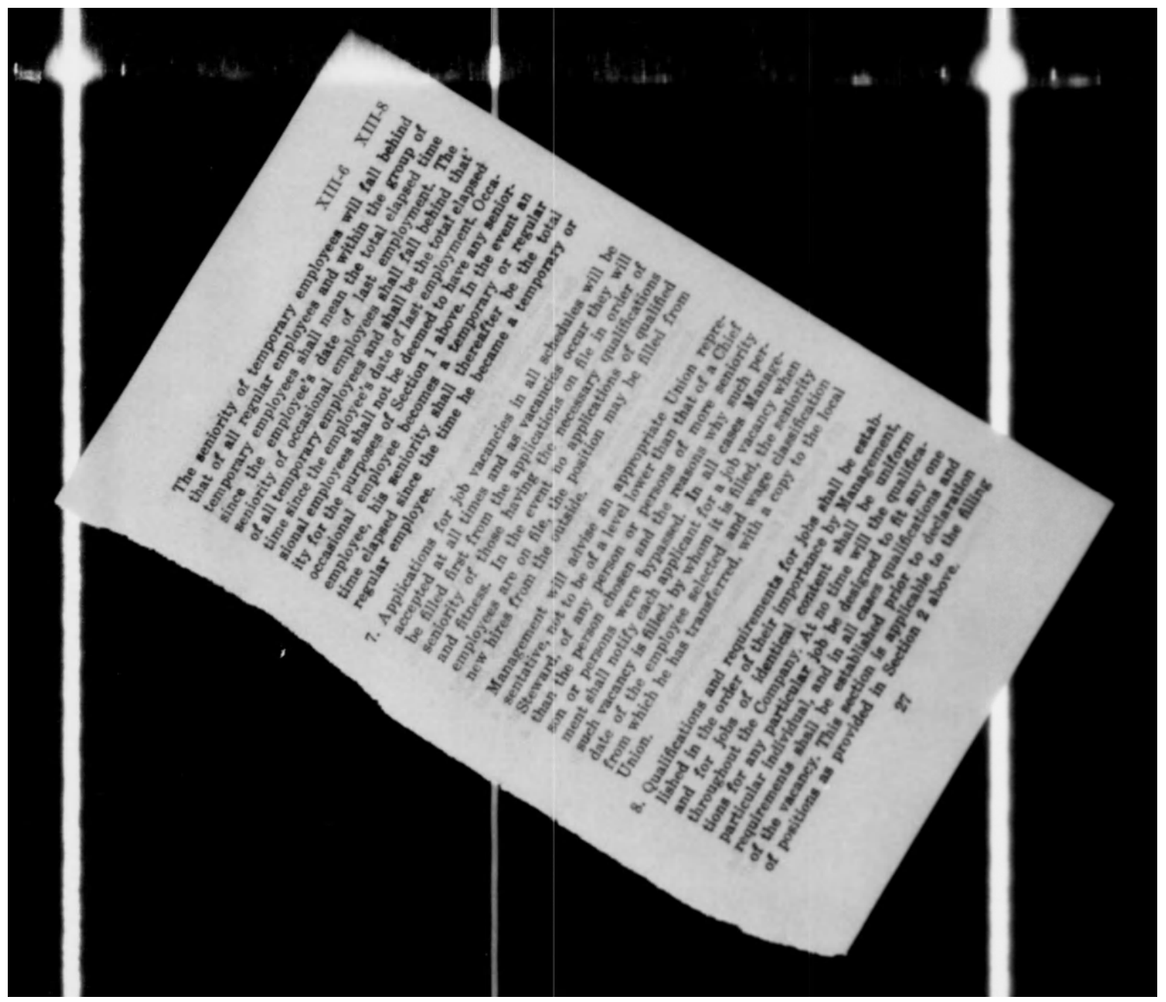
3. Assignments to positions covered by this contract for general training purposes shall be filled at the discretion of Management. No more than 125 job vacancies in positions covered by this contract shall be filled under the provisions of this section relating to general training purposes during any one year.

4. Nothing contained in this Article XIII shall be construed as restricting Management's right to make transfers of employees of identical job title between areas as it may see fit, except that such transfers are not to be made when so doing will prevent a man already in the seniority area involved who has the necessary qualifications and fitness and more seniority, from receiving an upgrade or promotion.

5. All service by a salaried employee during the time which he is on salary shall be counted in determining his seniority under any of the provisions of this Article XIII in the event that such employee is returned to an hourly wage.

6. Seniority, as used in this Article XIII, shall mean the total elapsed time since the employee's date of last employment, plus any credited service which is bridged in accordance with Article XVII of this Agreement, or which is recognized in accordance with Section 3, Article XVII of this Agreement. Seniority, as used in this Article XIII for part-time employees, will include only that time for which they actually receive wages.

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The seniority of temporary employees will fall behind that of all regular employees and within the group of temporary employees shall mean the total elapsed time since the employee's date of last employment. The seniority of occasional employees and shall be the total elapsed of all temporary employee's date of last employment. Occa-time since the employee's date of last employment. Occa-sional employees shall not be deemed to have any senior-ity for the purposes of Section 1 above. In the event an occasional employee becomes a temporary or regular employee, his seniority shall thereafter be the total time elapsed since the time he became a temporary or regular employee.

7. Applications for job vacancies in all schedules will be accepted at all times and as vacancies occur they will be filled first from the applications on file in order of seniority of those having the necessary qualifications and fitness. In the event no applications are on file the position may be filled from new hires from the outside.

Management will advise an appropriate Union repre-sentative, not to be of a level lower than that of a Chief Steward, of any job vacancies in all schedules which will be filled in the order of their seniority by Management, and for jobs of identical content shall be uniform throughout the Company. At no time will the qualifica-tions for any particular job be designed to fit any one particular individual, and in all cases such personal requirements shall be established prior to declaration of the vacancy. This section is applicable to the filling of positions as provided in Section 2 above.

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9. For the purposes of this Section, the following exchanges shall be considered as seniority areas.

Santa Maria—Lompoc—Guadalupe—Los Alamos (1)
Santa Barbara—Carpinteria—Santa Ynez (1)
Oxnard—Thousand Oaks—Santa Paula (1)
Santa Monica—West Los Angeles—Malibu
Redondo Beach
Laguna Beach
Long Beach—Huntington Beach—Westminster
Downey—Whittier
Covina (2)
Pomona—Ontario (2)
San Bernardino—Crestline—Arrowhead
Lancaster
Lindsay—Reedley—Fowler

In the Traffic Department, each individual office will be a separate seniority area.

Central Office Traffic Observers' positions, Engineering Assistants' positions, and Administrative Clerks' positions, other than those in Marketing and Development work, attached to the General Office will be filled on a Company-wide seniority basis. The same positions attached to a Division headquarters will be filled on a Division-wide basis.

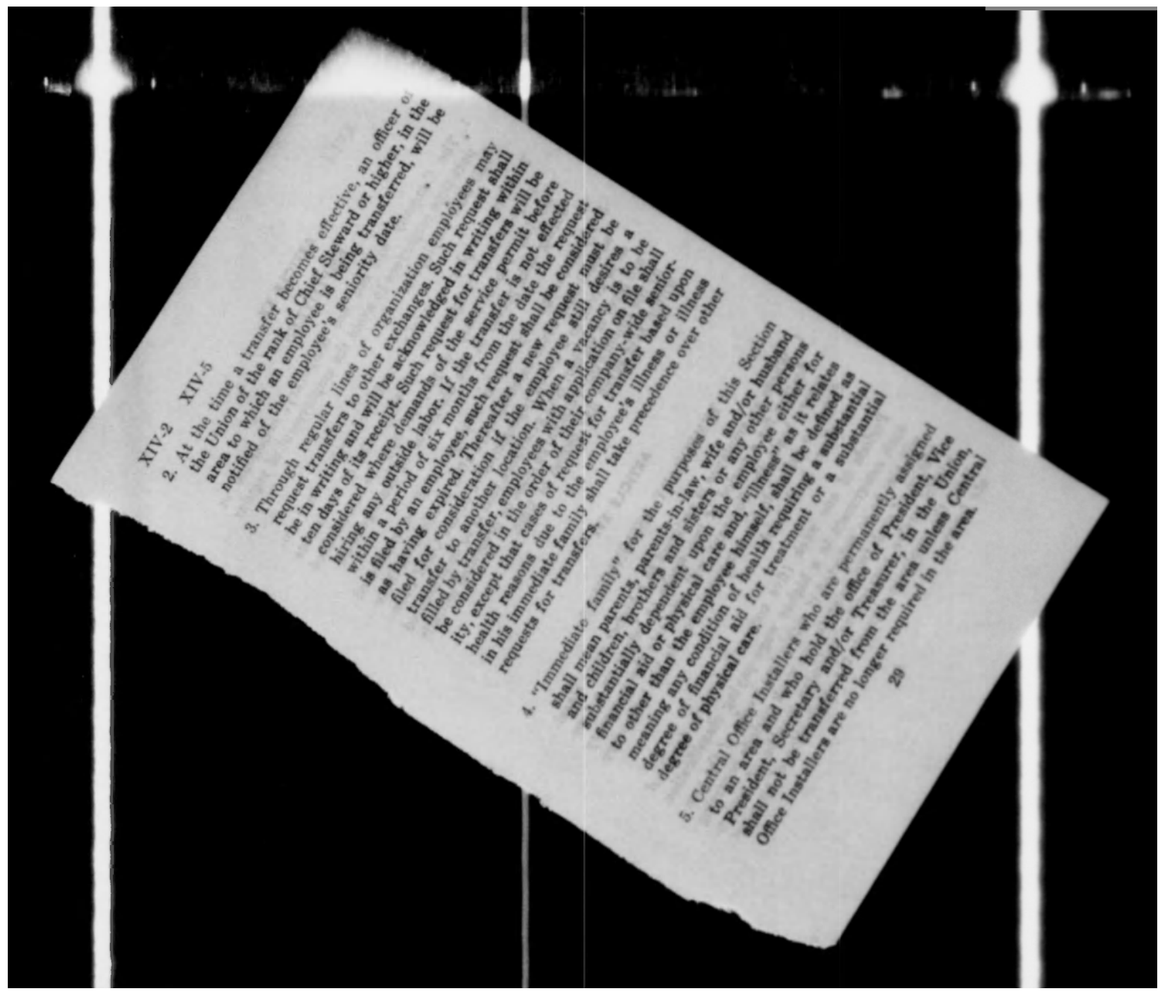
(1) Combined for outside plant engineering and equipment engineering.

(2) Combined for equipment engineering.

ARTICLE XIV

TRANSFERS

1. Employees transferring into a new seniority area for any reason shall take their seniority with them for all purposes.



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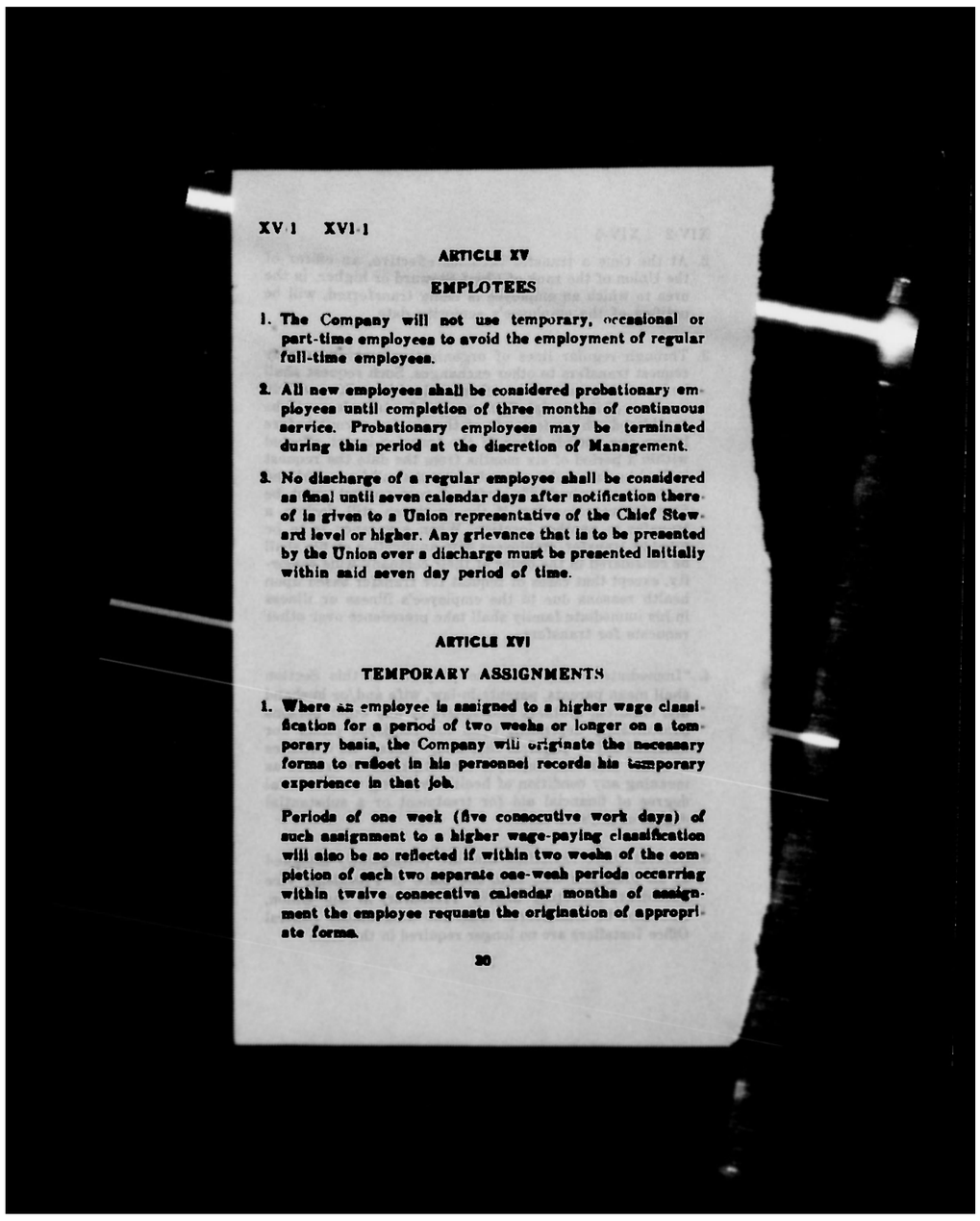
2. At the time a transfer becomes effective, an officer of the Union of the rank of Chief Steward or higher, in the area to which an employee is being transferred, will be notified of the employee's seniority date.

3. Through regular lines of organization employees may request transfers to other exchanges. Such request shall be in writing and will be acknowledged in writing within ten days of its receipt. Such request for transfer will be considered where demands of the service permit before hiring any outside labor. If the transfer is not effected by an employee, such request must be renewed in writing as having expired. Thereafter a new request shall be considered as having been made on the date the request is filed by the employee. When a vacancy is to be filled by transfer, employees with application on file shall be considered in the order of their company-wide seniority, except that cases of request for transfer based upon health reasons due to the employee's illness or illness in his immediate family shall take precedence over other requests for transfers.

4. "Immediate family" for the purposes of this Section shall mean parents, parents-in-law, wife and/or husband and children; brothers and sisters or any other persons substantially dependent upon the employee either for financial aid or physical care and, "illness" as it relates to other than the employee himself, shall be defined as meaning any condition of health requiring a substantial degree of financial aid for treatment or a substantial degree of physical care.

5. Central Office Installers who are permanently assigned to an area and who hold the office of President, Vice President, Secretary and/or Treasurer, in the Union, shall not be transferred from the area, unless Central Office Installers are no longer required in the area.

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ARTICLE XV

EMPLOTEES

1. The Company will not use temporary, occasional or part-time employees to avoid the employment of regular full-time employees.

2. All new employees shall be considered probationary employees until completion of three months of continuous service. Probationary employees may be terminated during this period at the discretion of Management.

3. No discharge of a regular employee shall be considered as final until seven calendar days after notification thereof is given to a Union representative of the Chief Steward level or higher. Any grievance that is to be presented by the Union over a discharge must be presented initially within said seven day period of time.

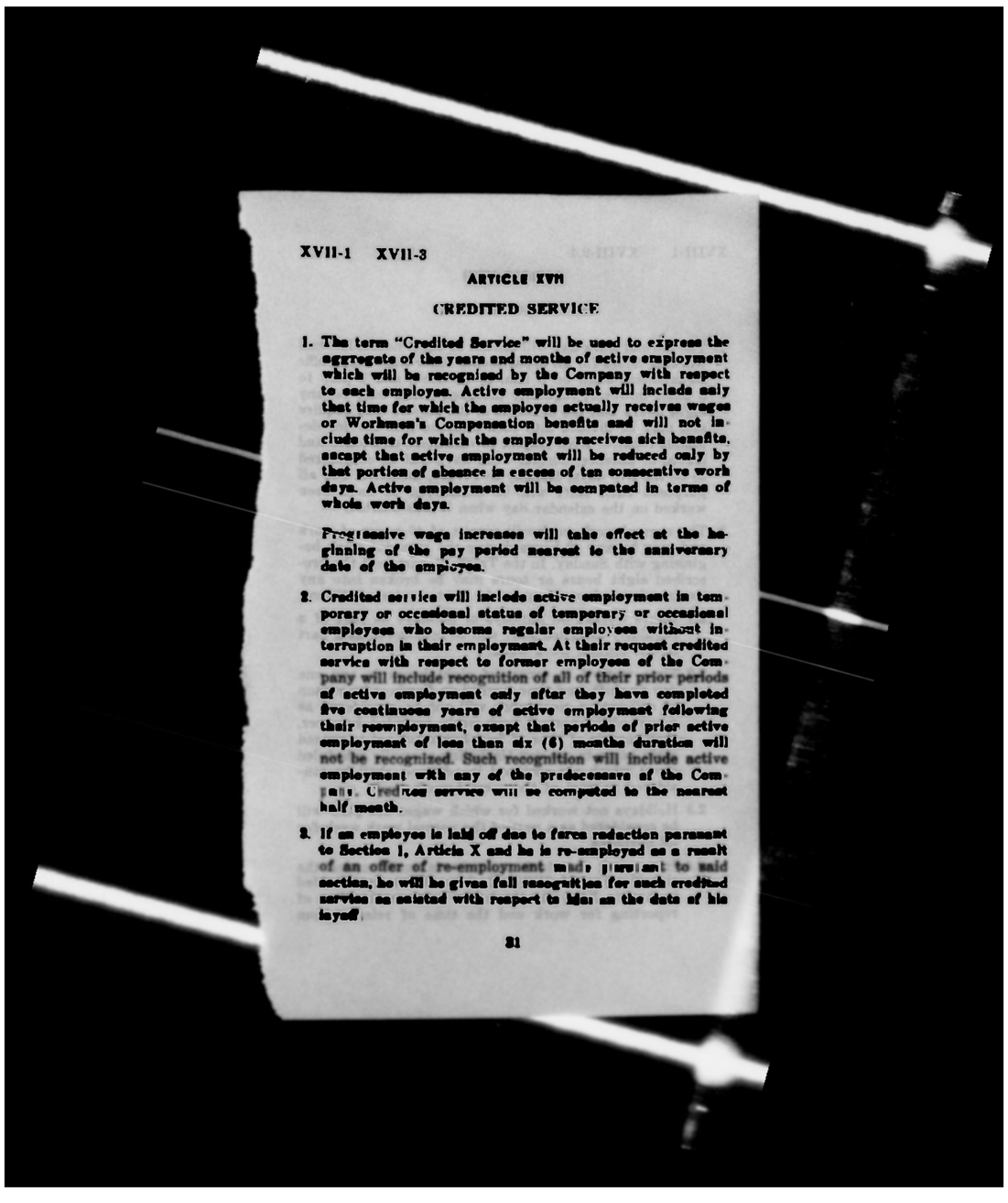
ARTICLE XVI

TEMPORARY ASSIGNMENTS

1. Where an employee is assigned to a higher wage classification for a period of two weeks or longer on a temporary basis, the Company will originate the necessary forms to reflect in his personnel records his temporary experience in that job.

Periods of one week (five consecutive work days) of such assignment to a higher wage-paying classification will also be so reflected if within two weeks of the completion of each two separate one-week periods occurring within twelve consecutive calendar months of assignment the employee requests the origination of appropriate forms.

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ARTICLE XVII

CREDITED SERVICE

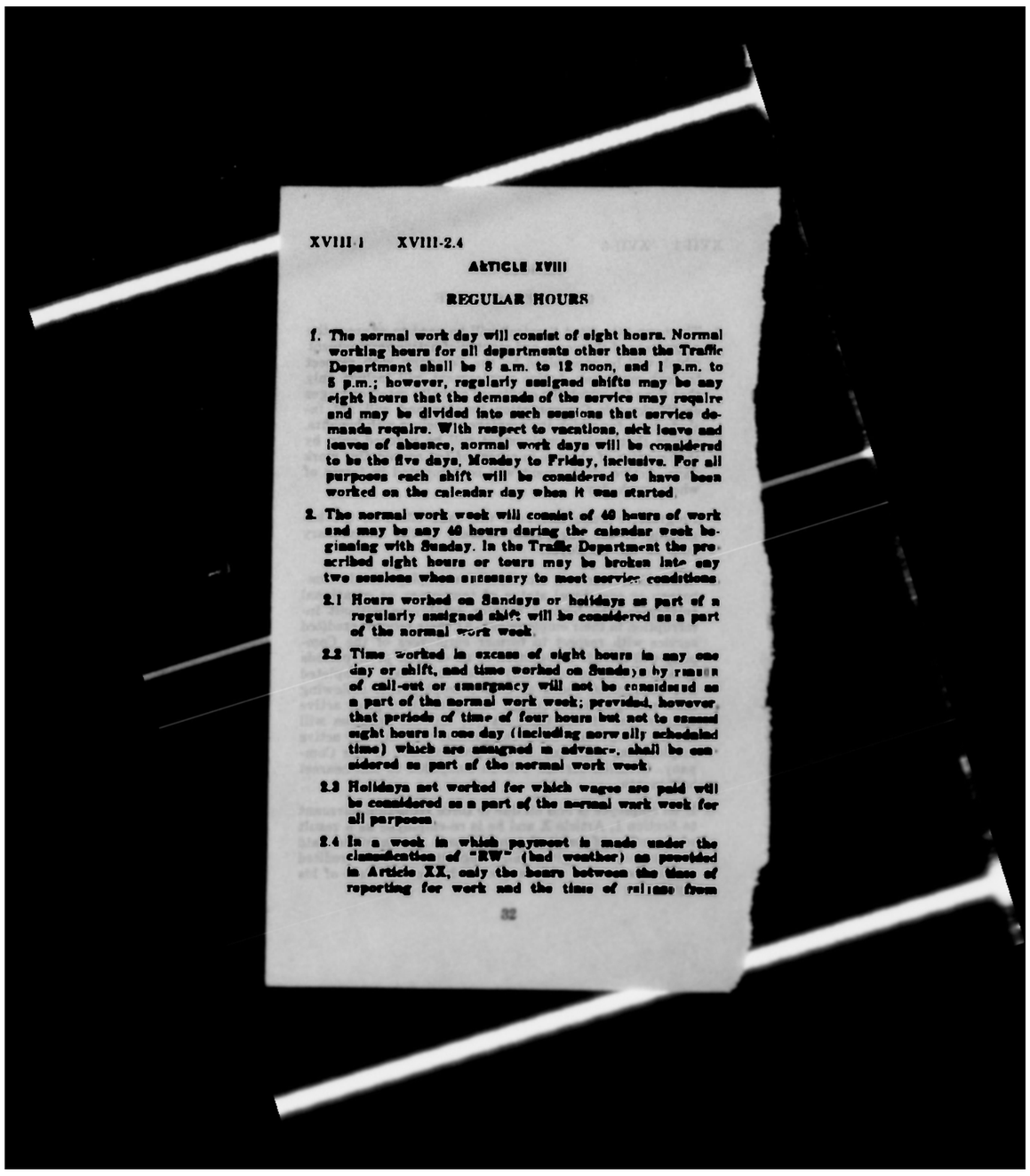
1. The term "Credited Service" will be used to express the aggregate of the years and months of active employment which will be recognized by the Company with respect to each employee. Active employment will include only that time for which the employee actually receives wages or Workmen's Compensation benefits and will not include time for which the employee receives such benefits, except that active employment will be reduced only by that portion of absence in excess of ten consecutive work days. Active employment will be computed in terms of whole work days.

   Progressive wage increases will take effect at the beginning of the pay period nearest to the anniversary date of the employee.

2. Credited service will include active employment in temporary or occasional status of temporary or occasional employees who become regular employees without interruption in their employment. At their request credited service with respect to former employees of the Company will include recognition of all of their prior periods of active employment only after they have completed five continuous years of active employment following their reemployment, except that periods of prior active employment of less than six (6) months duration will not be recognized. Such recognition will include active employment with any of the predecessors of the Company. Credited service will be computed to the nearest half month.

3. If an employee is laid off due to force reduction pursuant to Section 1, Article X and he is re-employed as a result of an offer of re-employment made pursuant to said section, he will be given full recognition for such credited service as existed with respect to him on the date of his layoff.

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ARTICLE XVIII

REGULAR HOURS

1. The normal work day will consist of eight hours. Normal working hours for all departments other than the Traffic Department shall be 8 a.m. to 12 noon, and 1 p.m. to 5 p.m.; however, regularly assigned shifts may be any eight hours that the demands of the service may require and may be divided into such sessions that service demands require. With respect to vacations, sick leave and leaves of absence, normal work days will be considered to be the five days, Monday to Friday, inclusive. For all purposes each shift will be considered to have been worked on the calendar day when it was started.

2. The normal work week will consist of 40 hours of work and may be any 40 hours during the calendar week beginning with Sunday. In the Traffic Department the prescribed eight hours or tours may be broken into any two sessions when necessary to meet service conditions.

2.1 Hours worked on Sundays or holidays as part of a regularly assigned shift will be considered as a part of the normal work week.

2.2 Time worked in excess of eight hours in any one day or shift, and time worked on Sundays by reason of call-out or emergency will not be considered as a part of the normal work week; provided, however, that periods of time of four hours but not to exceed eight hours in one day (including normally scheduled time) which are assigned in advance, shall be considered as part of the normal work week.

2.3 Holidays not worked for which wages are paid will be considered as a part of the normal work week for all purposes.

2.4 In a week in which payment is made under the classification of "RW" (bad weather) as provided in Article XX, only the hours between the time of reporting for work and the time of release from

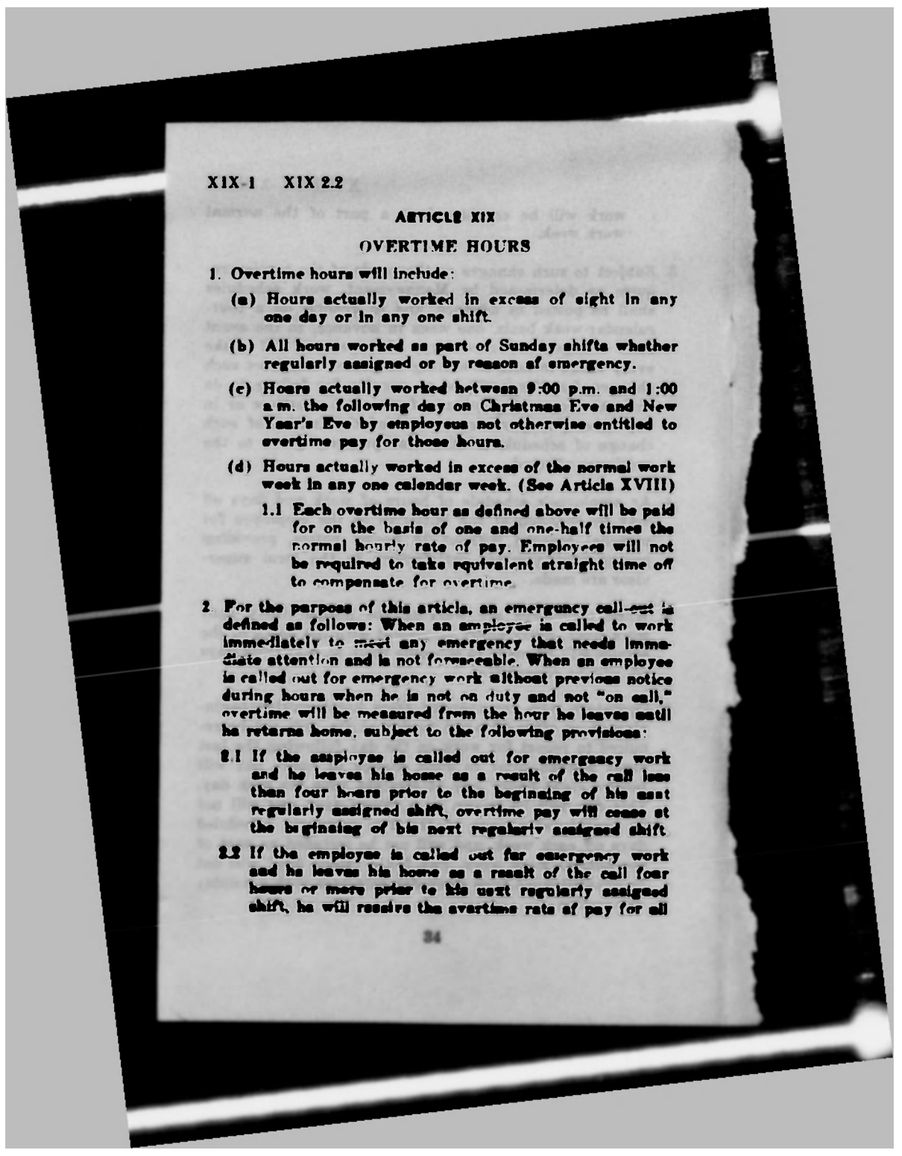
work will be considered as a part of the normal work week.

3. Subject to such changes as the needs of the service require as determined by Management, work schedules shall be posted in advance, and in general on a four calendar-week basis, one week in advance. In the event such changes are necessary, Management will make every effort to note in writing on posted schedules such changes, but there will be no penalty for failure to do so in the form of payment of premium overtime or in any other pay provisions, provided that notice of such change of schedule is otherwise properly given to the employee affected.

4. An employee's schedule of hours of work and days off may be changed at the initiative of the employee for personal reasons without 24 hours' notice, providing proper arrangements satisfactory to the local supervisor are made.

5. When employees are working the normal forty hour work week, every effort consistent with the needs of the service will be made to schedule them so that their days off will be consecutive.

6. Operators who are changed from night shifts (beginning at or after 10 p.m.) to day shifts, will not be required to report for work on the day following the last night worked prior to such change of hours but will receive eight hours pay at straight time for such day. This day will be known as a "sleep day" and will not be considered as one of the two regularly scheduled days off each week, and will not be included as part of the normal work week. Pay for a "sleep day" will not be granted when such sleep day coincides with a holiday or vacation.



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ARTICLE XIX

OVERTIME HOURS

1. Overtime hours will include:

(a) Hours actually worked in excess of eight in any one day or in any one shift.

(b) All hours worked as part of Sunday shifts whether regularly assigned or by reason af emergency.

(c) Hours actually worked between 9:00 p.m. and 1:00 a.m. the following day on Christmas Eve and New Year's Eve by employees not otherwise entitled to overtime pay for those hours.

(d) Hours actually worked in excess of the normal work week in any one calendar week. (See Article XVIII)

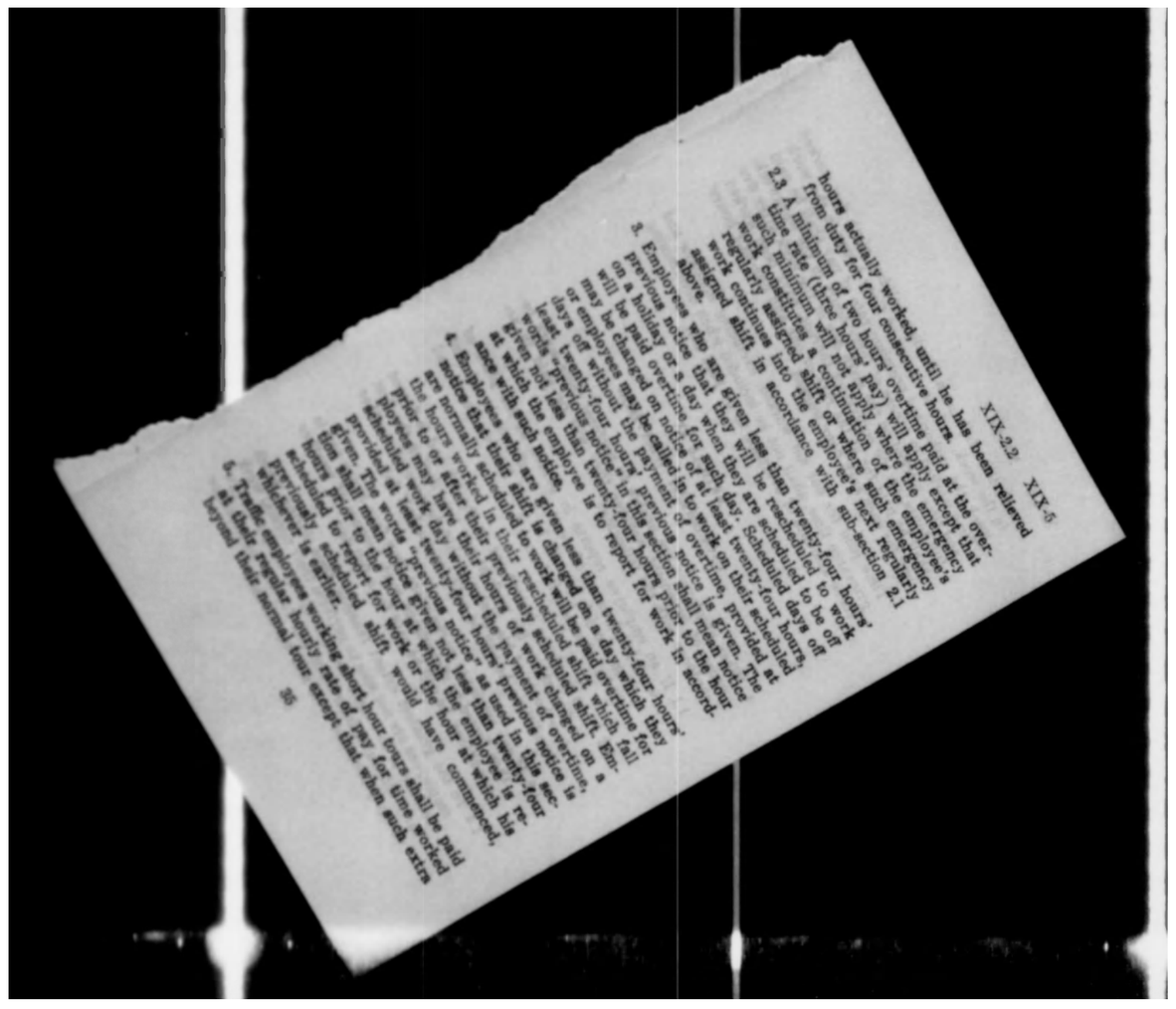
1.1 Each overtime hour as defined above will be paid for on the basis of one and one-half times the normal hourly rate of pay. Employees will not be required to take equivalent straight time off to compensate for overtime.

2. For the purpose of this article, an emergency call-out is defined as follows: When an employee is called to work immediately to meet any emergency that needs immediate attention and is not foreseeable. When an employee is called out for emergency work without previous notice during hours when he is not on duty and not "on call," overtime will be measured from the hour he leaves until he returns home, subject to the following provisions:

2.1 If the employee is called out for emergency work and he leaves his home as a result of the call less than four hours prior to the beginning of his next regularly assigned shift, overtime pay will cease at the beginning of his next regularly assigned shift.

2.2 If the employee is called out for emergency work and he leaves his home as a result of the call four hours or more prior to his next regularly assigned shift, he will receive the overtime rate of pay for all

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hours actually worked, until he has been relieved from duty for four consecutive hours.

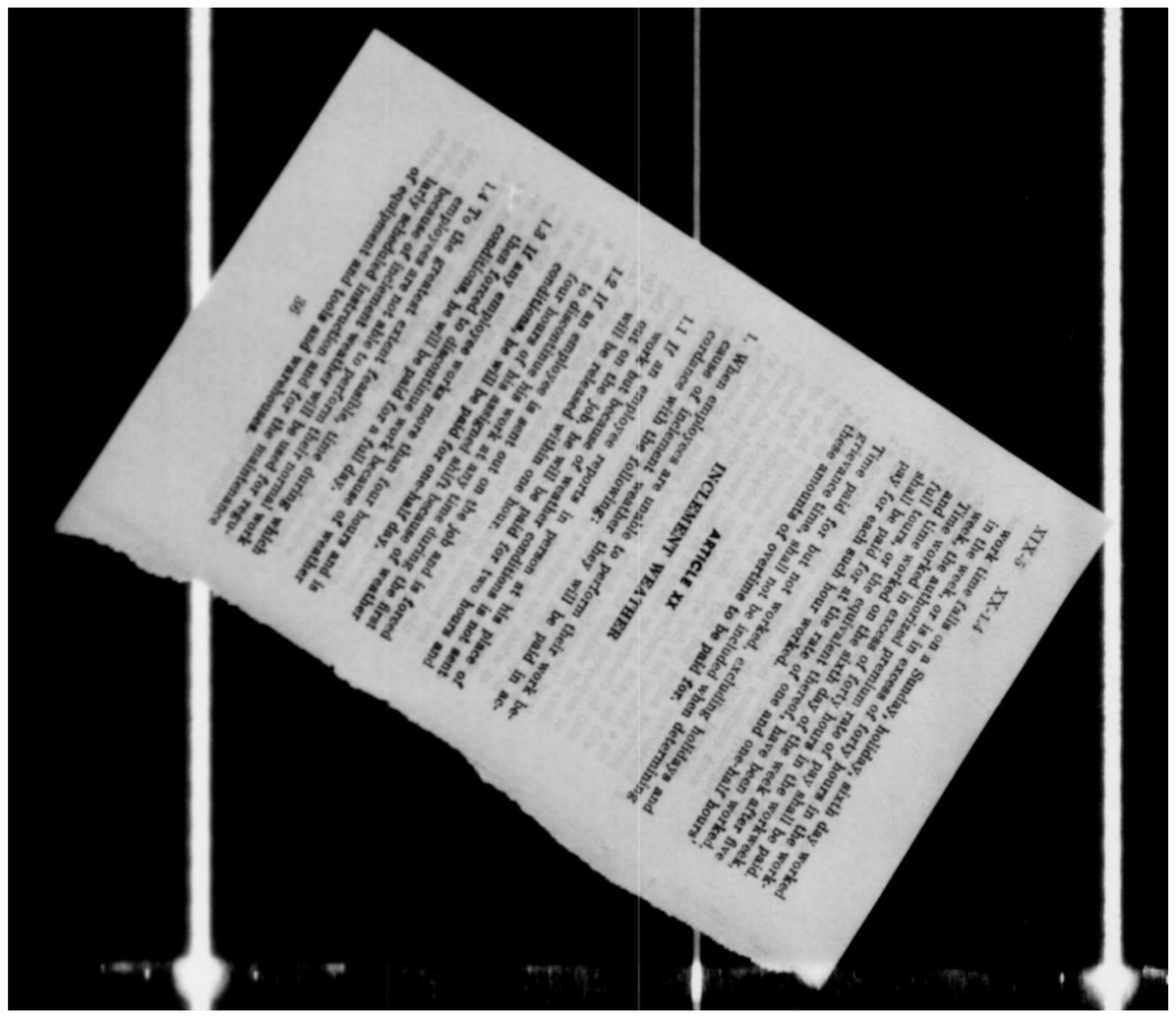
2.3 A minimum of two hours' overtime paid at the overtime rate (three hours' pay) will apply except that such minimum will not apply where the employee's work constitutes a continuation of the employee's regularly assigned shift or where such overtime work constitutes entry into the employee's next regularly assigned shift in accordance with sub-section 2.1 above.

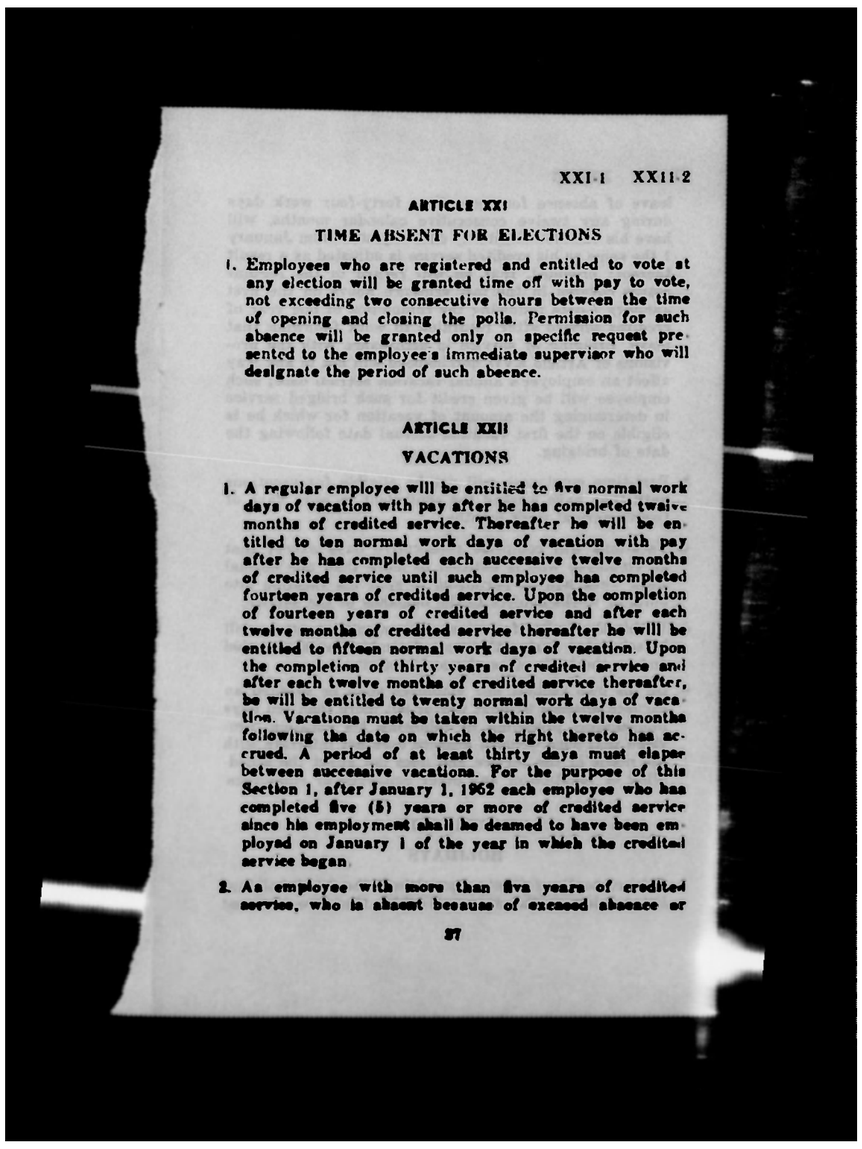
3. Employees who are given less than twenty-four hours' previous notice that they will be required to work on a holiday or a day when they are scheduled to be off may be changed on notice of at least twenty-four hours or employees may be called in to work overtime. Scheduled days off without the payment of overtime, provided at least twenty-four hours previous notice is given.

4. Employees who are given less than twenty-four hours' notice that their shift is changed on a day which they are normally scheduled to work will be paid overtime for all hours worked in their previously scheduled shift. Employees who are given less than twenty-four hours' notice that their shift is changed on a day which they are not normally scheduled to work will be paid overtime for all hours worked in the changed shift. The payment of overtime provided in this sub-section shall not be applicable where the employee is given notice not less than twenty-four hours prior to the hour at which the shift is changed.

5. Employees who are given less than twenty-four hours' notice that their shift is changed on a day which they are normally scheduled to work will be paid overtime for all hours worked in their previously scheduled shift. Employees who are given less than twenty-four hours' notice that their shift is changed on a day which they are not normally scheduled to work will be paid overtime for all hours worked in the changed shift. The payment of overtime provided in this sub-section shall not be applicable where the employee is given notice not less than twenty-four hours prior to the hour at which the shift is changed. The terms "previous notice" and "previous notice" in this sub-section shall mean notice given not less than twenty-four hours prior to the hour at which the employee is to report for work.

6. Trade employees working short hours shall be paid at their regular hourly rate of pay for time worked whichever is earlier, scheduled shift would have commenced, beyond their normal hours except that when such extra





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ARTICLE XXI

TIME ABSENT FOR ELECTIONS

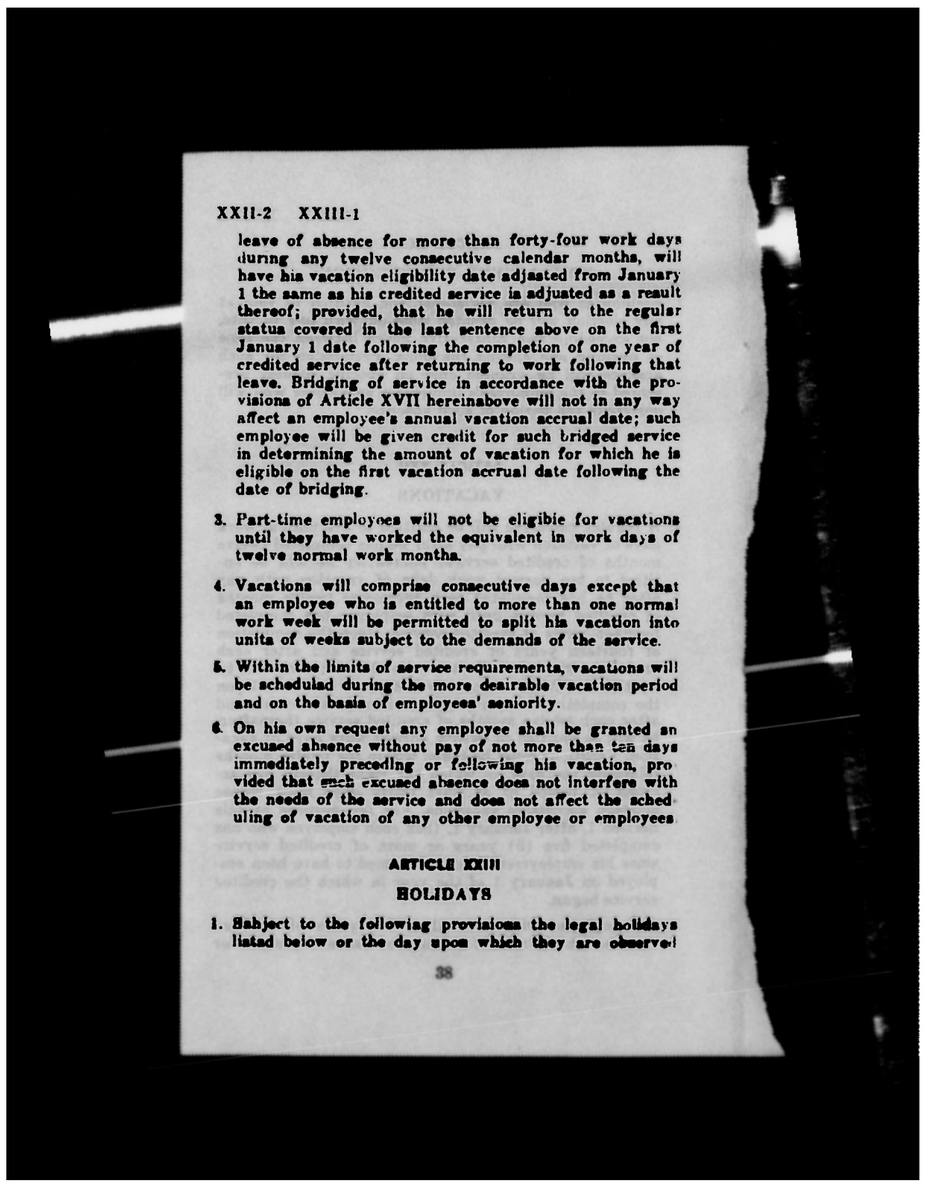
1. Employees who are registered and entitled to vote at any election will be granted time off with pay to vote, not exceeding two consecutive hours between the time of opening and closing the polls. Permission for such absence will be granted only on specific request presented to the employee's immediate supervisor who will designate the period of such absence.

ARTICLE XXII

VACATIONS

1. A regular employee will be entitled to five normal work days of vacation with pay after he has completed twelve months of credited service. Thereafter he will be entitled to ten normal work days of vacation with pay after he has completed each successive twelve months of credited service until such employee has completed fourteen years of credited service. Upon the completion of fourteen years of credited service and after each twelve months of credited service thereafter he will be entitled to fifteen normal work days of vacation. Upon the completion of thirty years of credited service and after each twelve months of credited service thereafter, he will be entitled to twenty normal work days of vacation. Vacations must be taken within the twelve months following the date on which the right thereto has accrued. A period of at least thirty days must elapse between successive vacations. For the purpose of this Section 1, after January 1, 1962 each employee who has completed five (5) years or more of credited service since his employment shall be deemed to have been employed on January 1 of the year in which the credited service began.

2. An employee with more than five years of credited service, who is absent because of excused absence or



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leave of absence for more than forty-four work days during any twelve consecutive calendar months, will have his vacation eligibility date adjusted from January 1 the same as his credited service is adjusted as a result thereof; provided, that he will return to the regular status covered in the last sentence above on the first January 1 date following the completion of one year of credited service after returning to work following that leave. Bridging of service in accordance with the provisions of Article XVII hereinabove will not in any way affect an employee's annual vacation accrual date; such employee will be given credit for such bridged service in determining the amount of vacation for which he is eligible on the first vacation accrual date following the date of bridging.

3. Part-time employees will not be eligible for vacations until they have worked the equivalent in work days of twelve normal work months.

4. Vacations will comprise consecutive days except that an employee who is entitled to more than one normal work week will be permitted to split his vacation into units of weeks subject to the demands of the service.

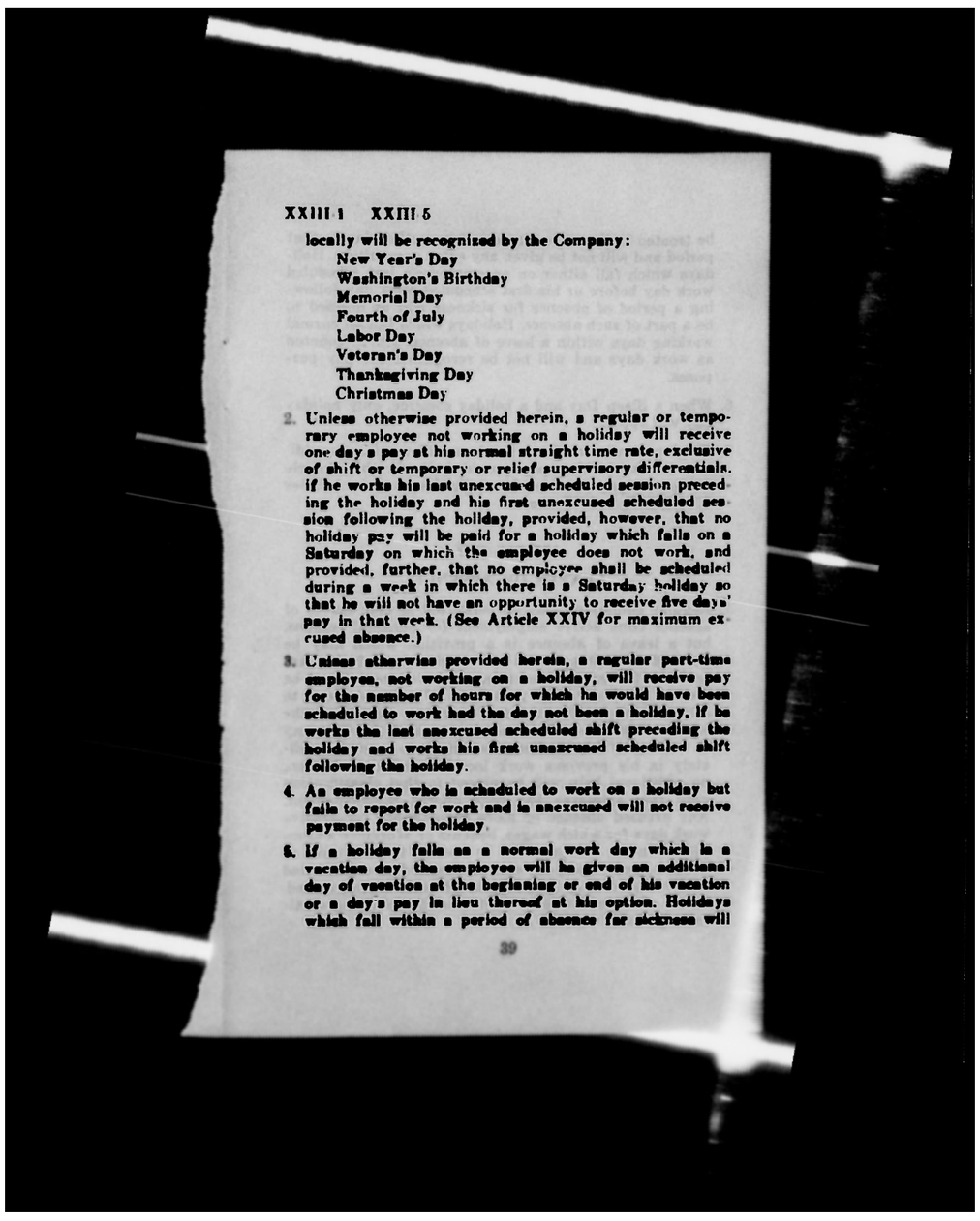
5. Within the limits of service requirements, vacations will be scheduled during the more desirable vacation period and on the basis of employees' seniority.

6. On his own request any employee shall be granted an excused absence without pay of not more than ten days immediately preceding or following his vacation, provided that such excused absence does not interfere with the needs of the service and does not affect the scheduling of vacation of any other employee or employees.

ARTICLE XXIII

HOLIDAYS

1. Subject to the following provisions the legal holidays listed below or the day upon which they are observed



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locally will be recognized by the Company:

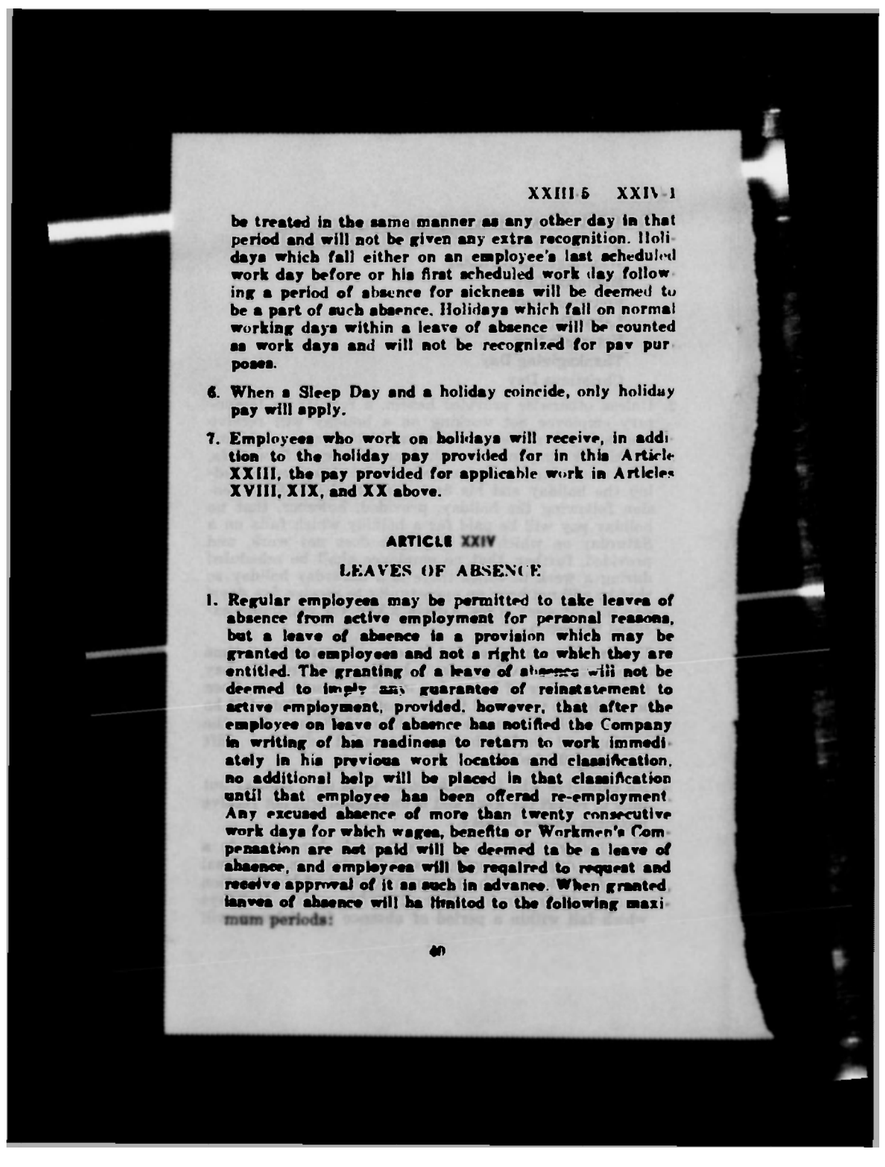
New Year's Day
Washington's Birthday
Memorial Day
Fourth of July
Labor Day
Veteran's Day
Thanksgiving Day
Christmas Day

2. Unless otherwise provided herein, a regular or temporary employee not working on a holiday will receive one day's pay at his normal straight time rate, exclusive of shift or temporary or relief supervisory differentials, if he works his last unexcused scheduled session preceding the holiday and his first unexcused scheduled session following the holiday, provided, however, that no holiday pay will be paid for a holiday which falls on a Saturday on which the employee does not work, and provided, further, that no employee shall be scheduled during a week in which there is a Saturday holiday so that he will not have an opportunity to receive five days' pay in that week. (See Article XXIV for maximum excused absence.)

3. Unless otherwise provided herein, a regular part-time employee, not working on a holiday, will receive pay for the number of hours for which he would have been scheduled to work had the day not been a holiday, if he works the last unexcused scheduled shift preceding the holiday and works his first unexcused scheduled shift following the holiday.

4. An employee who is scheduled to work on a holiday but fails to report for work and is unexcused will not receive payment for the holiday.

5. If a holiday falls on a normal work day which is a vacation day, the employee will be given an additional day of vacation at the beginning or end of his vacation or a day's pay in lieu thereof at his option. Holidays which fall within a period of absence for sickness will



be treated in the same manner as any other day in that period and will not be given any extra recognition. Holidays which fall either on an employee's last scheduled work day before or his first scheduled work day following a period of absence for sickness will be deemed to be a part of such absence. Holidays which fall on normal working days within a leave of absence will be counted as work days and will not be recognized for pay purposes.

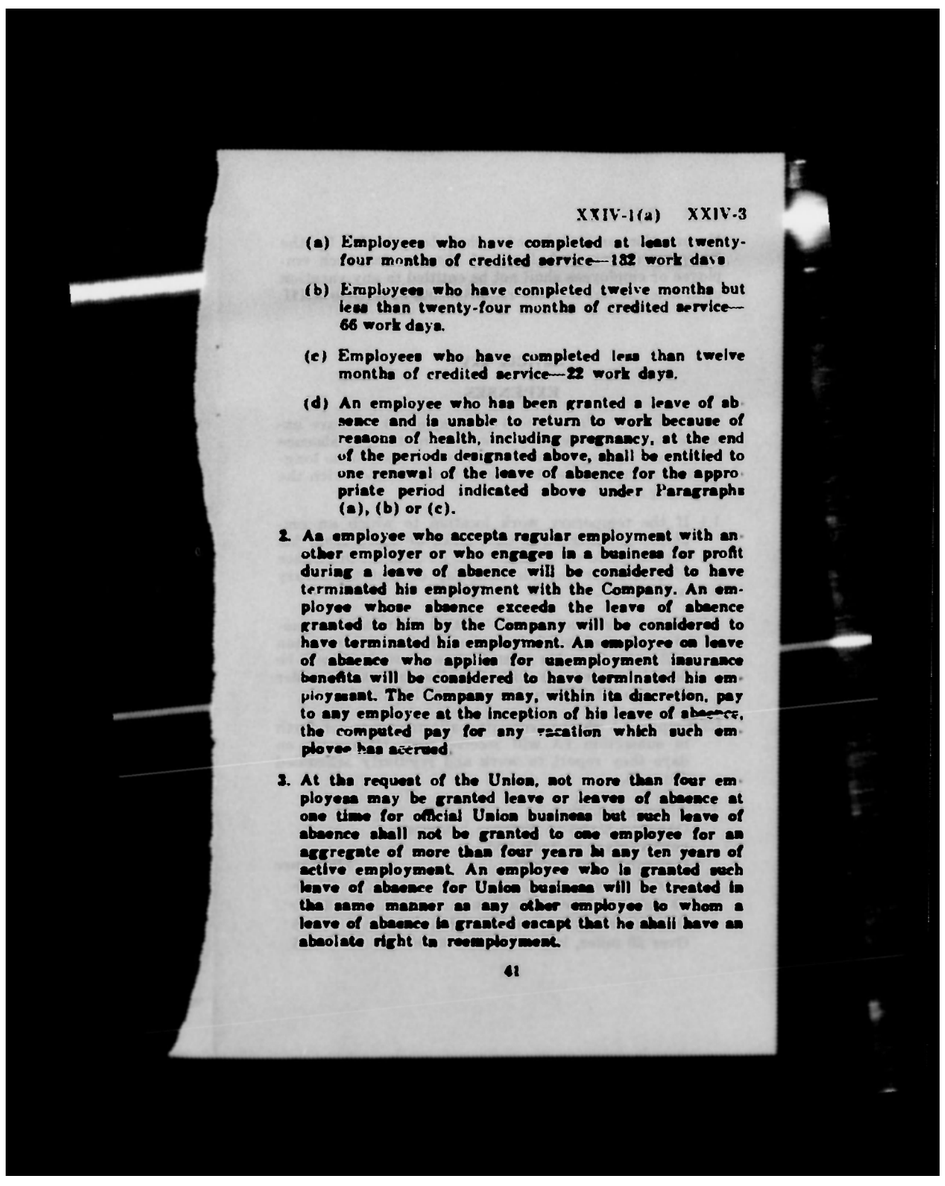
6. When a Sleep Day and a holiday coincide, only holiday pay will apply.

7. Employees who work on holidays will receive, in addition to the holiday pay provided for in this Article XXIII, the pay provided for applicable work in Articles XVIII, XIX, and XX above.

ARTICLE XXIV

LEAVES OF ABSENCE

1. Regular employees may be permitted to take leaves of absence from active employment for personal reasons, but a leave of absence is a provision which may be granted to employees and not a right to which they are entitled. The granting of a leave of absence will not be deemed to imply any guarantee of reinstatement to active employment, provided, however, that after the employee on leave of absence has notified the Company in writing of his readiness to return to work immediately in his previous work location and classification, no additional help will be placed in that classification until that employee has been offered re-employment. Any excused absence of more than twenty consecutive work days for which wages, benefits or Workmen's Compensation are not paid will be deemed to be a leave of absence, and employees will be required to request and receive approval of it as such in advance. When granted, leaves of absence will be limited to the following maximum periods:



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(a) Employees who have completed at least twenty-four months of credited service—132 work days

(b) Employees who have completed twelve months but less than twenty-four months of credited service—66 work days.

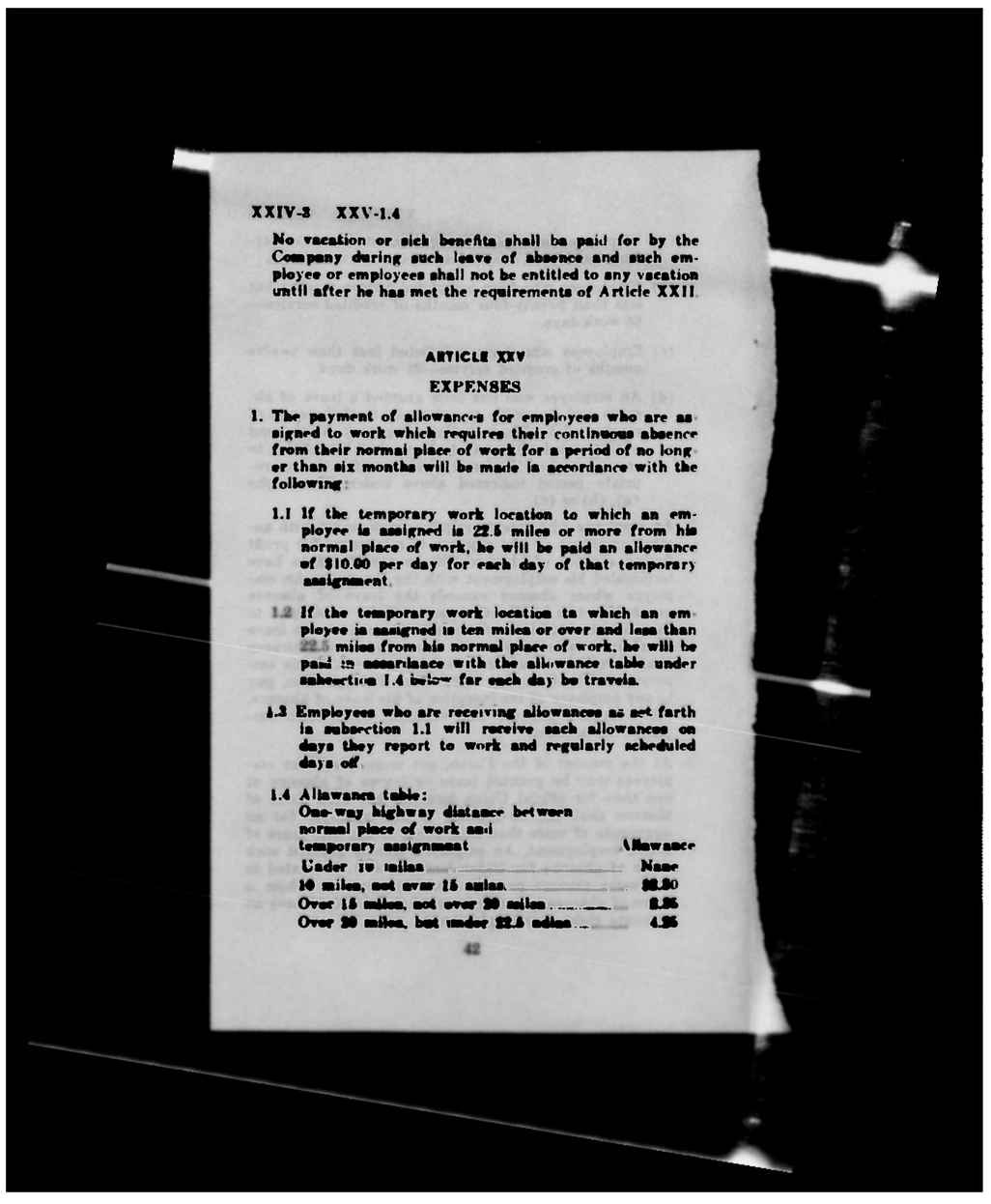
(c) Employees who have completed less than twelve months of credited service—22 work days.

(d) An employee who has been granted a leave of absence and is unable to return to work because of reasons of health, including pregnancy, at the end of the periods designated above, shall be entitled to one renewal of the leave of absence for the appropriate period indicated above under Paragraphs (a), (b) or (c).

2. An employee who accepts regular employment with another employer or who engages in a business for profit during a leave of absence will be considered to have terminated his employment with the Company. An employee whose absence exceeds the leave of absence granted to him by the Company will be considered to have terminated his employment. An employee on leave of absence who applies for unemployment insurance benefits will be considered to have terminated his employment. The Company may, within its discretion, pay to any employee at the inception of his leave of absence, the computed pay for any vacation which such employee has accrued.

3. At the request of the Union, not more than four employees may be granted leave or leaves of absence at one time for official Union business but such leave of absence shall not be granted to one employee for an aggregate of more than four years in any ten years of active employment. An employee who is granted such leave of absence for Union business will be treated in the same manner as any other employee to whom a leave of absence is granted except that he shall have an absolute right to reemployment.

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No vacation or sick benefits shall be paid for by the Company during such leave of absence and such employee or employees shall not be entitled to any vacation until after he has met the requirements of Article XXII.

ARTICLE XXV

EXPENSES

1. The payment of allowances for employees who are assigned to work which requires their continuous absence from their normal place of work for a period of no longer than six months will be made in accordance with the following:

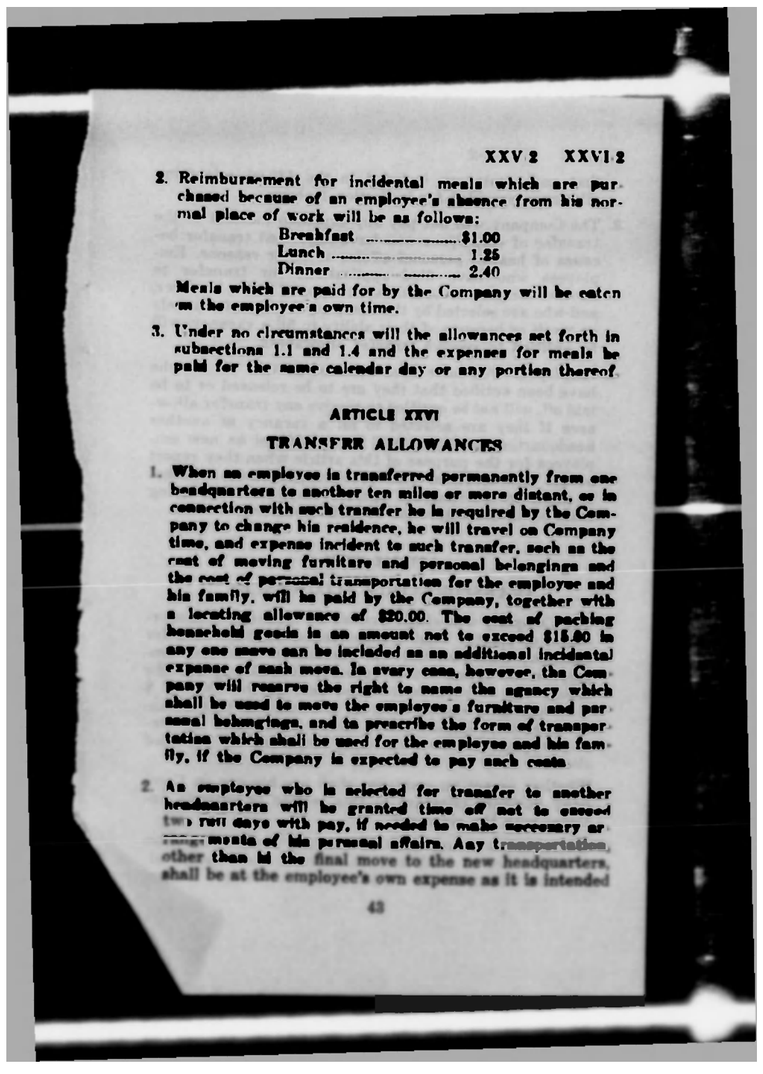
1.1 If the temporary work location to which an employee is assigned is 22.5 miles or more from his normal place of work, he will be paid an allowance of $10.00 per day for each day of that temporary assignment.

1.2 If the temporary work location to which an employee is assigned is ten miles or over and less than 22.5 miles from his normal place of work, he will be paid in accordance with the allowance table under subsection 1.4 below for each day he travels.

1.3 Employees who are receiving allowances as set forth in subsection 1.1 will receive such allowances on days they report to work and regularly scheduled days off.

1.4 Allowance table:

One-way highway distance between normal place of work and temporary assignment	Allowance
Under 10 miles	None
10 miles, not over 15 miles	$2.50
Over 15 miles, not over 20 miles	3.35
Over 20 miles, but under 22.5 miles	4.25



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2. Reimbursement for incidental meals which are purchased because of an employee's absence from his normal place of work will be as follows:

Breakfast	$1.00
Lunch	1.25
Dinner	2.40

Meals which are paid for by the Company will be eaten on the employee's own time.

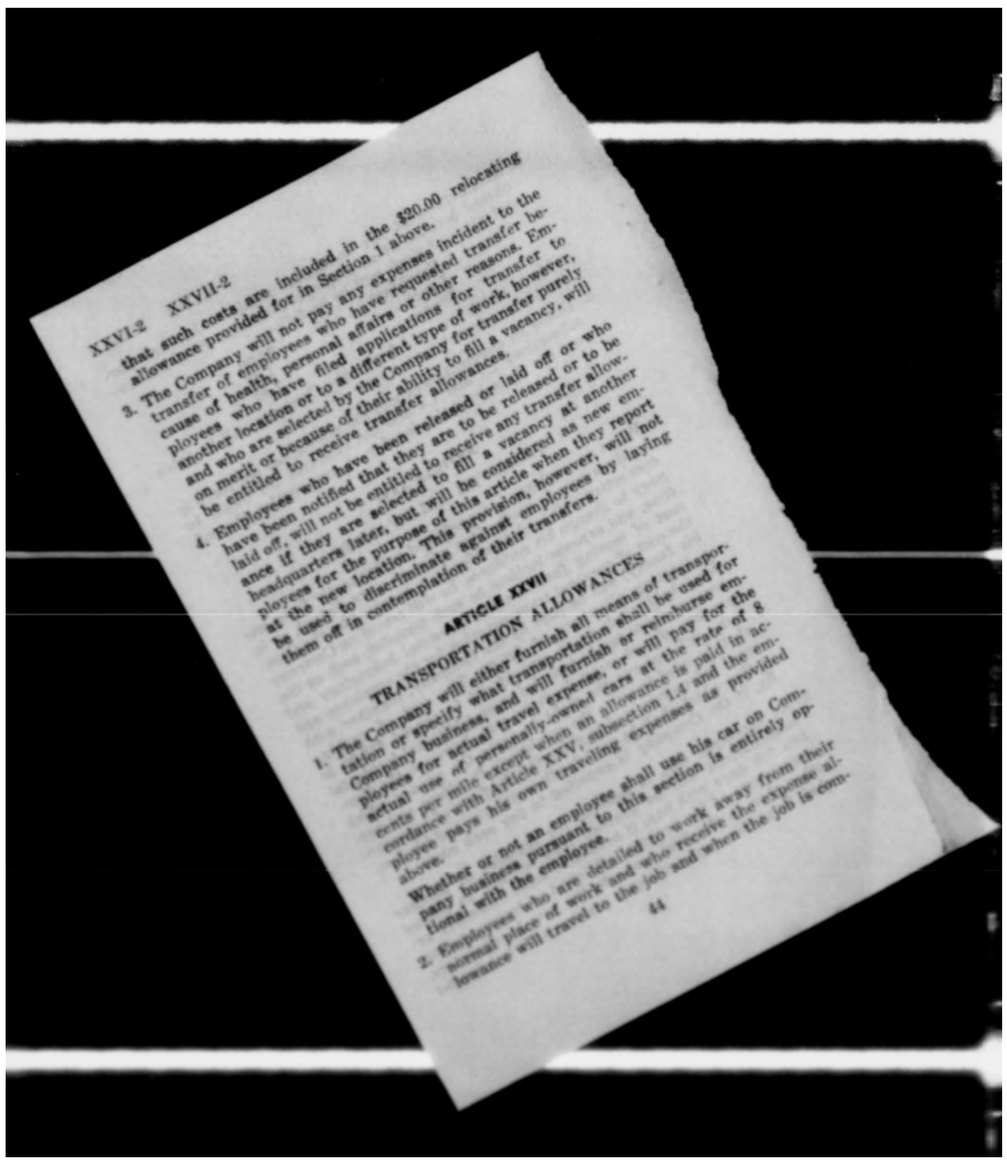
3. Under no circumstances will the allowances set forth in subsections 1.1 and 1.4 and the expenses for meals be paid for the same calendar day or any portion thereof.

ARTICLE XXVI

TRANSFER ALLOWANCES

1. When an employee is transferred permanently from one headquarters to another ten miles or more distant, or in connection with such transfer he is required by the Company to change his residence, he will travel on Company time, and expense incident to such transfer, such as the cost of moving furniture and personal belongings and the cost of personal transportation for the employee and his family, will be paid by the Company, together with a locating allowance of $20.00. The cost of packing household goods in an amount not to exceed $15.00 in any one move can be included as an additional incidental expense of such move. In every case, however, the Company will reserve the right to name the agency which shall be used to move the employee's furniture and personal belongings, and to prescribe the form of transportation which shall be used for the employee and his family, if the Company is expected to pay such costs.

2. An employee who is selected for transfer to another headquarters will be granted time off not to exceed two (2) days with pay, if needed to make necessary arrangements of his personal affairs. Any transportation, other than to the final move to the new headquarters, shall be at the employee's own expense as it is intended



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that such costs are included in the $20.00 relocating allowance provided for in Section 1 above.

3. The Company will not pay any expenses incident to the transfer of employees who have requested transfer because of health, personal affairs or other reasons. Employees who have filed applications for transfer to another location or to a different type of work, however, and who are selected by the Company for transfer purely on merit or because of their ability to fill a vacancy, will be entitled to receive transfer allowances.

4. Employees who have been released or laid off or who have been notified that they are to be released or to be laid off, will not be entitled to receive any transfer allowance if they are selected to fill a vacancy at another headquarters later, but will be considered as new employees for the purpose of this article when they report at the new location. This provision, however, will not be used to discriminate against employees by laying them off in contemplation of their transfers.

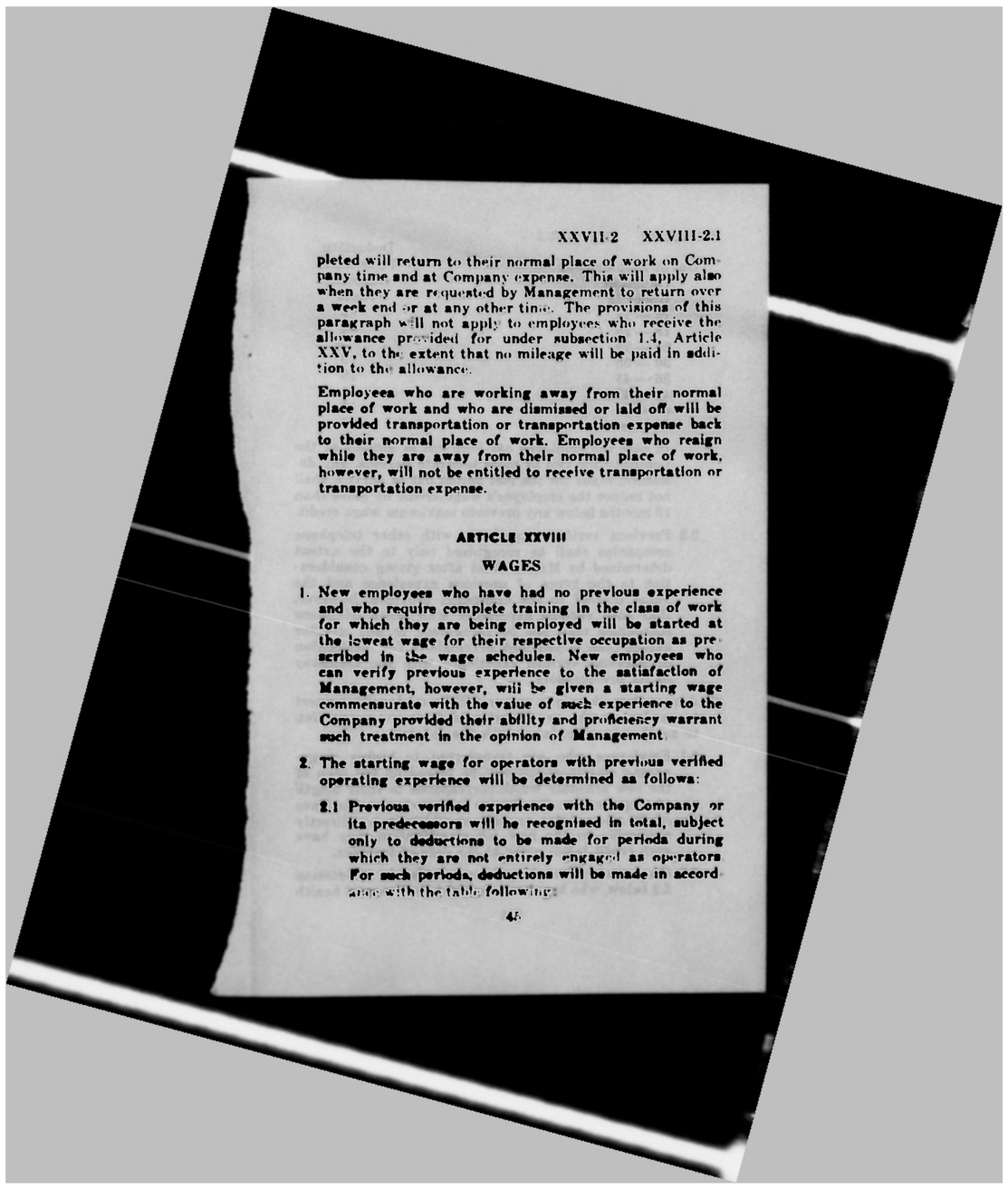
ARTICLE XVII

TRANSPORTATION ALLOWANCES

1. The Company will either furnish all means of transportation or specify what transportation shall be used for Company business, and will furnish or reimburse employees for actual travel expense, or will pay for the actual use of personally-owned cars at the rate of 8 cents per mile except when an allowance is paid in accordance with Article XXV, subsection 1.4 and the employee pays his own traveling expenses as provided above.

Whether or not an employee shall use his car on Company business pursuant to this section is entirely optional with the employee.

2. Employees who are detailed to work away from their normal place of work and who receive the expense allowance will travel to the job and when the job is com-



XXVII-2 XXVIII-2.1

pleted will return to their normal place of work on Company time and at Company expense. This will apply also when they are requested by Management to return over a week end or at any other time. The provisions of this paragraph will not apply to employees who receive the allowance provided for under subsection 1.4, Article XXV, to the extent that no mileage will be paid in addition to the allowance.

Employees who are working away from their normal place of work and who are dismissed or laid off will be provided transportation or transportation expense back to their normal place of work. Employees who resign while they are away from their normal place of work, however, will not be entitled to receive transportation or transportation expense.

ARTICLE XXVIII

WAGES

1. New employees who have had no previous experience and who require complete training in the class of work for which they are being employed will be started at the lowest wage for their respective occupation as prescribed in the wage schedules. New employees who can verify previous experience to the satisfaction of Management, however, will be given a starting wage commensurate with the value of such experience to the Company provided their ability and proficiency warrant such treatment in the opinion of Management.

2. The starting wage for operators with previous verified operating experience will be determined as follows:

   2.1 Previous verified experience with the Company or its predecessors will be recognised in total, subject only to deductions to be made for periods during which they are not entirely engaged as operators. For such periods, deductions will be made in accordance with the table following:

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Out of Employment (Months)	Deduction To be made (Months)
Under 12	None
12 — 17	3
18 — 23	6
24 — 29	8
30 — 35	9
36 — 41	10
42 — 47	11
48 — 53	12
54 or more	13

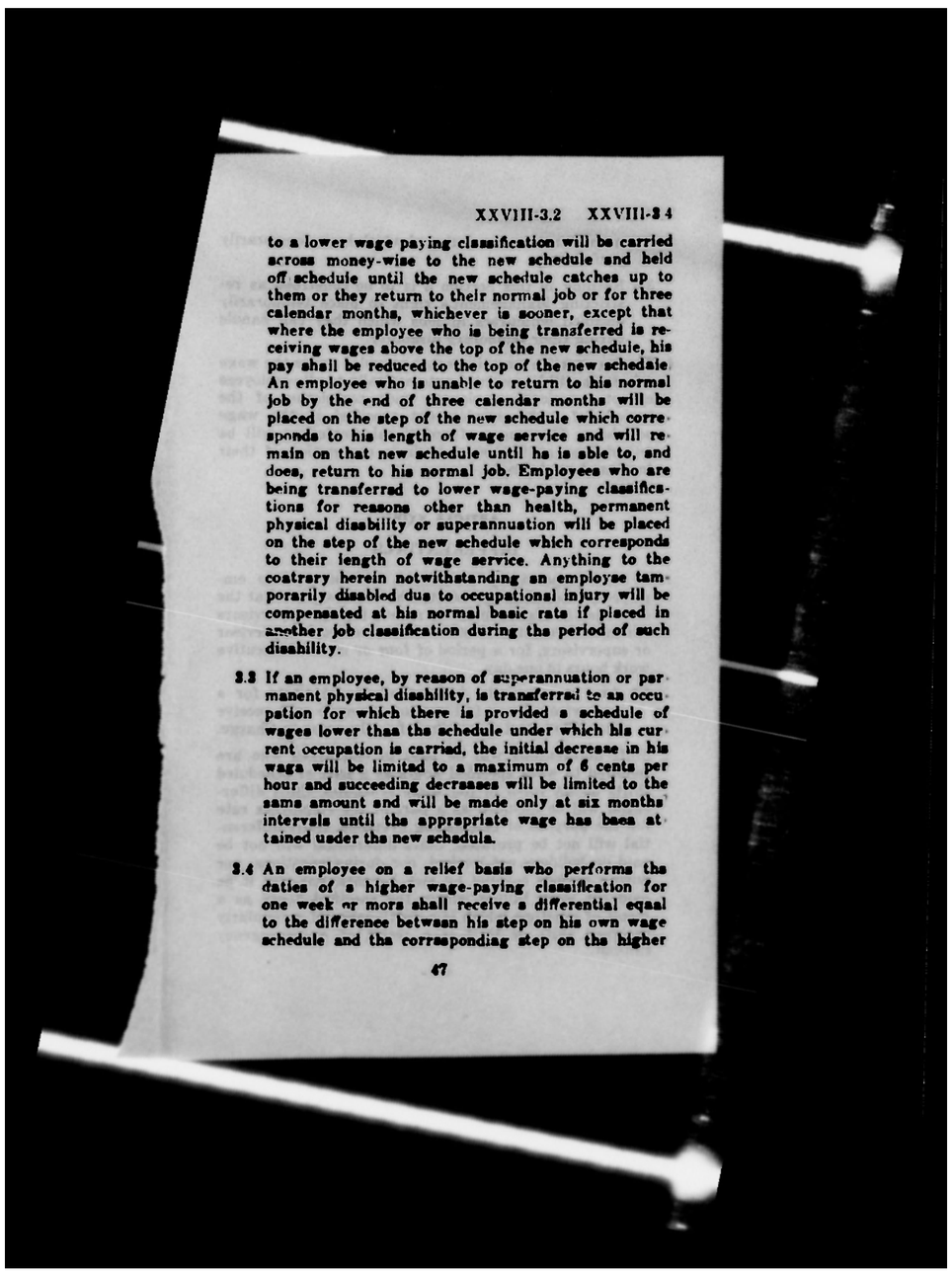
In case the employee has been out of employ of the Company for two or more separate periods, any deduction made for the last period out of service shall not reduce the employee's wage credit by more than 13 months below any previous maximum wage credit.

2.3 Previous verified experience with other telephone companies shall be recognized only to the extent determined by Management after giving consideration to the types of previous experience and the value thereof to the Company; provided, however, that such verified experience with other telephone companies may not be recognized to any greater extent than is provided hereinabove for recognition of previous verified experience with the Company or its predecessors.

3. Appropriate change in wages will be made with respect to employees who are transferred from one occupation to another in accordance with the following:

3.1 Employees who are transferred to higher wage-paying classifications will be placed on the step of the new schedule which corresponds to their length of wage service. Employees so transferred who have credit allowed for experience which is not directly applicable to the new job classification may have such credit taken away at the date of transfer.

3.2 Employees, other than those specified in sub-section 3.3 below, who have transferred for reasons of health

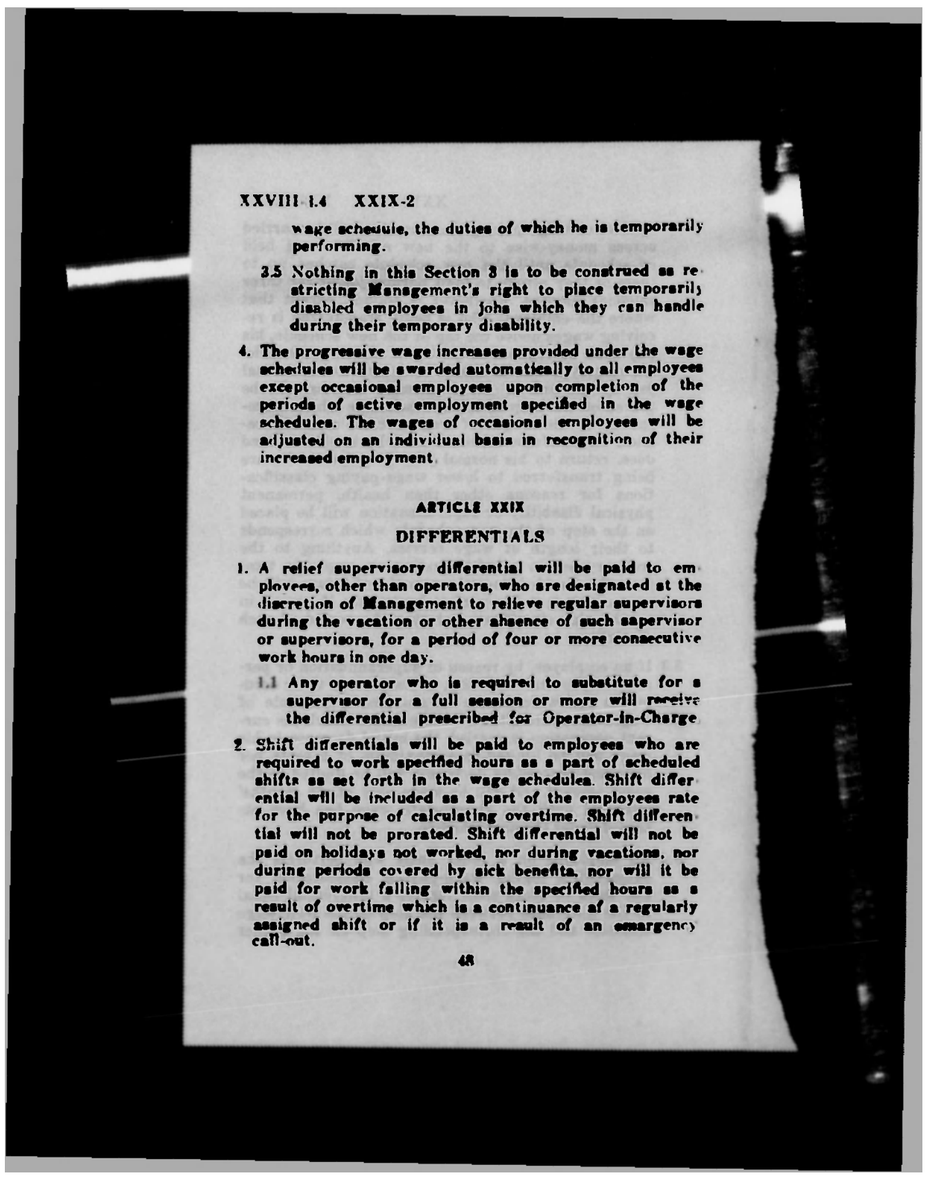


XXVIII-3.2 XXVIII-3.4

to a lower wage paying classification will be carried across money-wise to the new schedule and held off schedule until the new schedule catches up to them or they return to their normal job or for three calendar months, whichever is sooner, except that where the employee who is being transferred is receiving wages above the top of the new schedule, his pay shall be reduced to the top of the new schedule. An employee who is unable to return to his normal job by the end of three calendar months will be placed on the step of the new schedule which corresponds to his length of wage service and will remain on that new schedule until he is able to, and does, return to his normal job. Employees who are being transferred to lower wage-paying classifications for reasons other than health, permanent physical disability or superannuation will be placed on the step of the new schedule which corresponds to their length of wage service. Anything to the contrary herein notwithstanding an employee temporarily disabled due to occupational injury will be compensated at his normal basic rate if placed in another job classification during the period of such disability.

3.3 If an employee, by reason of superannuation or permanent physical disability, is transferred to an occupation for which there is provided a schedule of wages lower than the schedule under which his current occupation is carried, the initial decrease in his wage will be limited to a maximum of 6 cents per hour and succeeding decreases will be limited to the same amount and will be made only at six months' intervals until the appropriate wage has been attained under the new schedule.

3.4 An employee on a relief basis who performs the duties of a higher wage-paying classification for one week or more shall receive a differential equal to the difference between his step on his own wage schedule and the corresponding step on the higher



XXVIII-1.4 XXIX-2

wage schedule, the duties of which he is temporarily performing.

3.5 Nothing in this Section 3 is to be construed as restricting Management's right to place temporarily disabled employees in jobs which they can handle during their temporary disability.

4. The progressive wage increases provided under the wage schedules will be awarded automatically to all employees except occasional employees upon completion of the periods of active employment specified in the wage schedules. The wages of occasional employees will be adjusted on an individual basis in recognition of their increased employment.

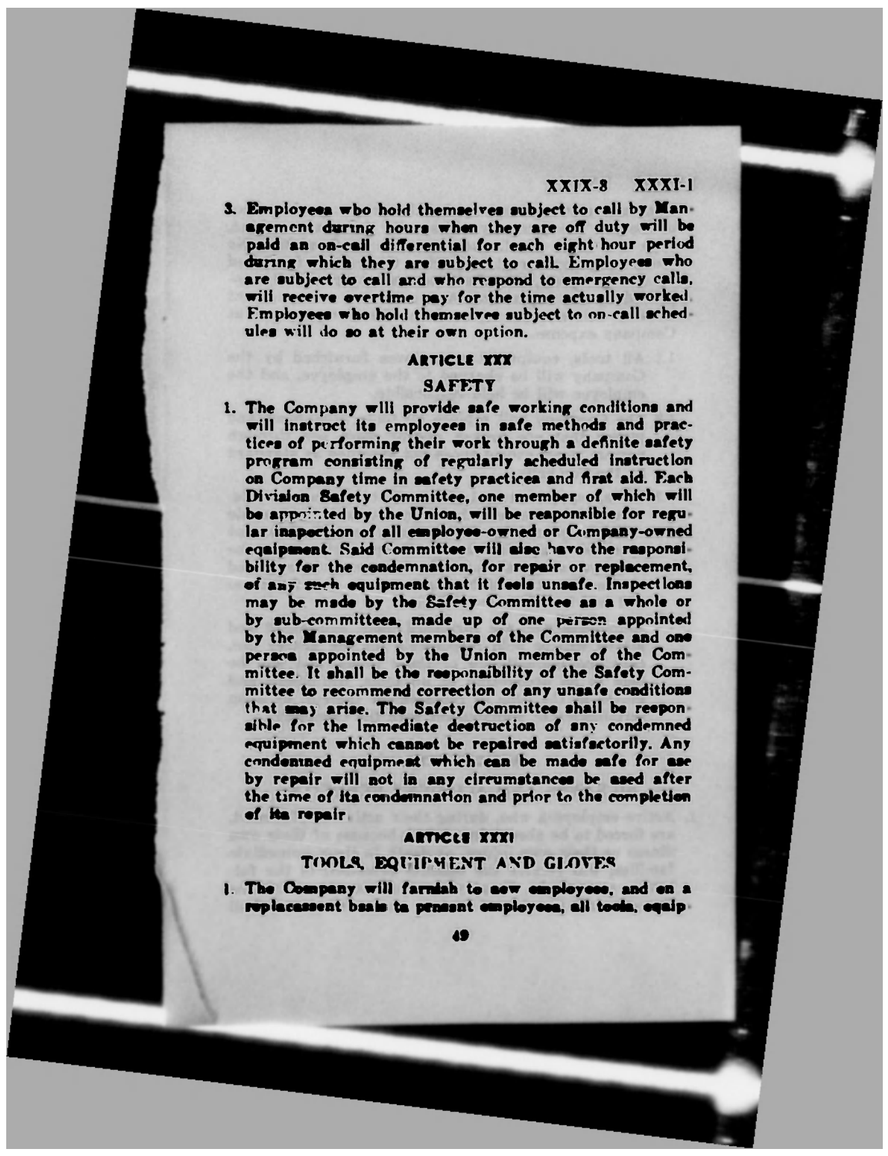
ARTICLE XXIX

DIFFERENTIALS

1. A relief supervisory differential will be paid to employees, other than operators, who are designated at the discretion of Management to relieve regular supervisors during the vacation or other absence of such supervisor or supervisors, for a period of four or more consecutive work hours in one day.

1.1 Any operator who is required to substitute for a supervisor for a full session or more will receive the differential prescribed for Operator-in-Charge.

2. Shift differentials will be paid to employees who are required to work specified hours as a part of scheduled shifts as set forth in the wage schedules. Shift differential will be included as a part of the employees rate for the purpose of calculating overtime. Shift differential will not be prorated. Shift differential will not be paid on holidays not worked, nor during vacations, nor during periods covered by sick benefits, nor will it be paid for work falling within the specified hours as a result of overtime which is a continuance of a regularly assigned shift or if it is a result of an emergency call-out.



XXIX-8 XXXI-1

3. Employees who hold themselves subject to call by Management during hours when they are off duty will be paid an on-call differential for each eight hour period during which they are subject to call. Employees who are subject to call and who respond to emergency calls, will receive overtime pay for the time actually worked. Employees who hold themselves subject to on-call schedules will do so at their own option.

ARTICLE XXX

SAFETY

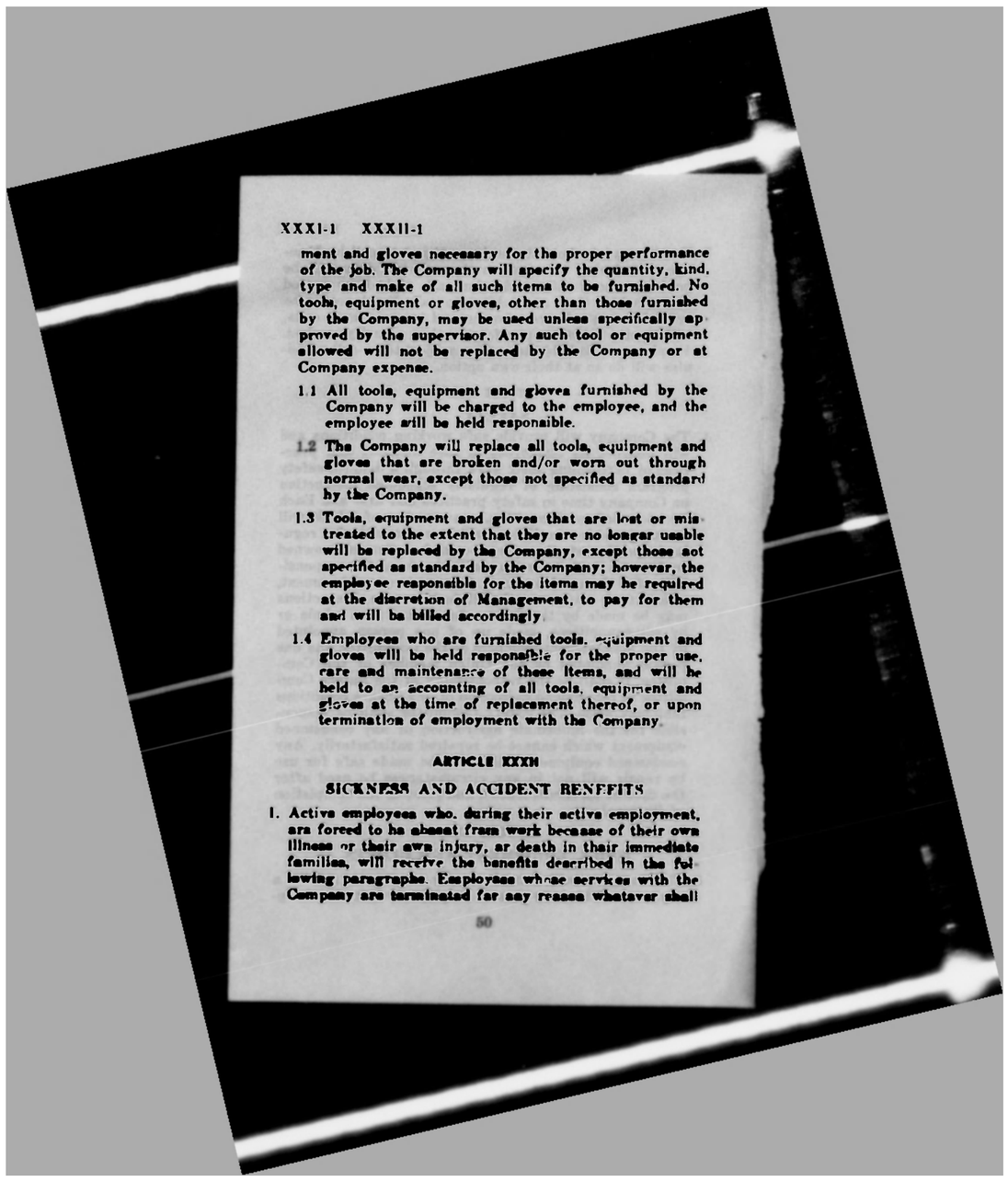
1. The Company will provide safe working conditions and will instruct its employees in safe methods and practices of performing their work through a definite safety program consisting of regularly scheduled instruction on Company time in safety practices and first aid. Each Division Safety Committee, one member of which will be appointed by the Union, will be responsible for regular inspection of all employee-owned or Company-owned equipment. Said Committee will also have the responsibility for the condemnation, for repair or replacement, of any such equipment that it feels unsafe. Inspections may be made by the Safety Committee as a whole or by sub-committees, made up of one person appointed by the Management members of the Committee and one person appointed by the Union member of the Committee. It shall be the responsibility of the Safety Committee to recommend correction of any unsafe conditions that may arise. The Safety Committee shall be responsible for the immediate destruction of any condemned equipment which cannot be repaired satisfactorily. Any condemned equipment which can be made safe for use by repair will not in any circumstances be used after the time of its condemnation and prior to the completion of its repair.

ARTICLE XXXI

TOOLS, EQUIPMENT AND GLOVES

1. The Company will furnish to new employees, and on a replacement basis to present employees, all tools, equip-

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XXXI-1 XXXII-1

ment and gloves necessary for the proper performance of the job. The Company will specify the quantity, kind, type and make of all such items to be furnished. No tools, equipment or gloves, other than those furnished by the Company, may be used unless specifically approved by the supervisor. Any such tool or equipment allowed will not be replaced by the Company or at Company expense.

1.1 All tools, equipment and gloves furnished by the Company will be charged to the employee, and the employee will be held responsible.

1.2 The Company will replace all tools, equipment and gloves that are broken and/or worn out through normal wear, except those not specified as standard by the Company.

1.3 Tools, equipment and gloves that are lost or mistreated to the extent that they are no longer usable will be replaced by the Company, except those not specified as standard by the Company; however, the employee responsible for the items may be required at the discretion of Management, to pay for them and will be billed accordingly.

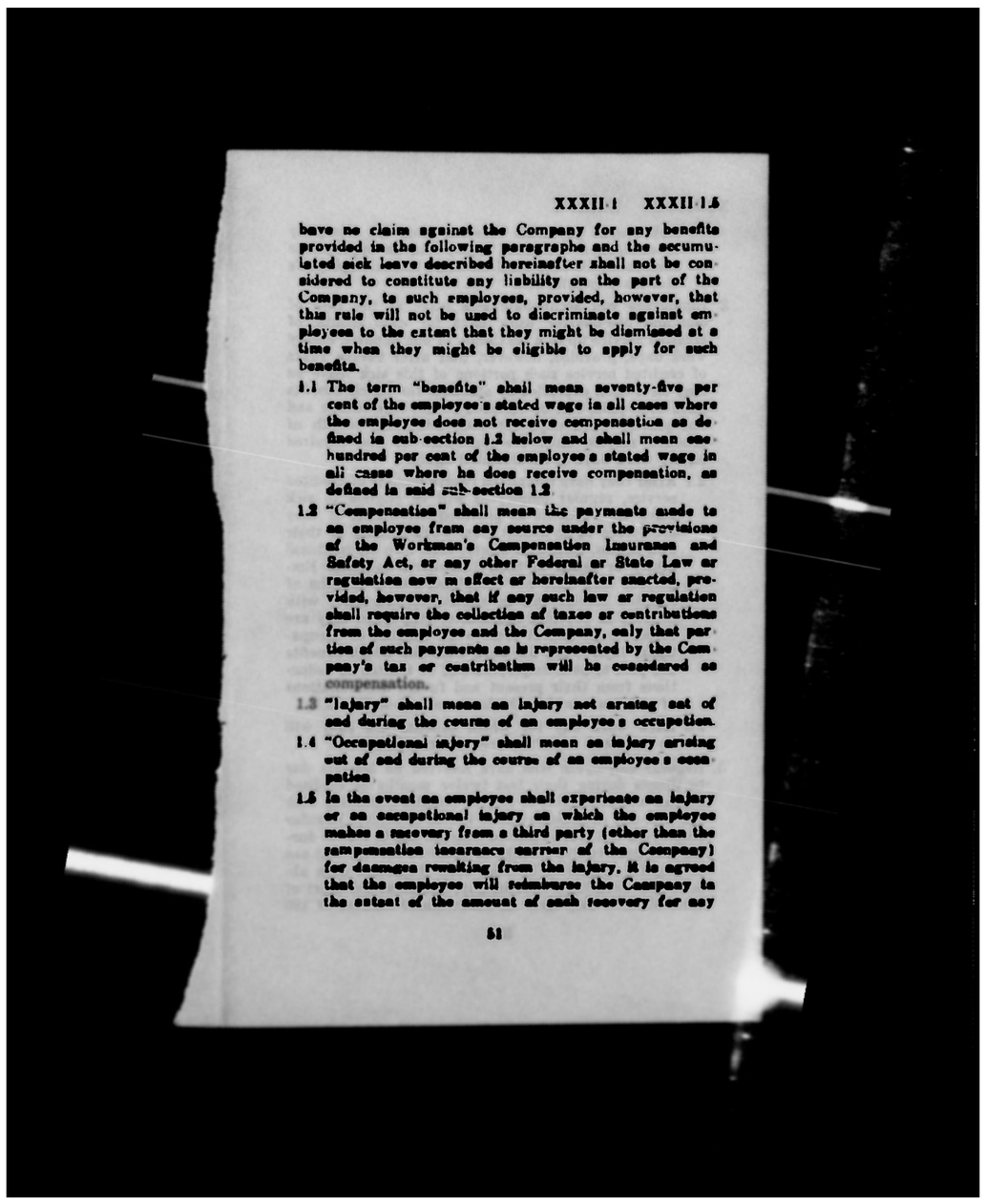
1.4 Employees who are furnished tools, equipment and gloves will be held responsible for the proper use, care and maintenance of these items, and will be held to an accounting of all tools, equipment and gloves at the time of replacement thereof, or upon termination of employment with the Company.

ARTICLE XXXII

SICKNESS AND ACCIDENT BENEFITS

1. Active employees who, during their active employment, are forced to be absent from work because of their own illness or their own injury, or death in their immediate families, will receive the benefits described in the following paragraphs. Employees whose services with the Company are terminated for any reason whatever shall

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have no claim against the Company for any benefits provided in the following paragraphs and the accumulated sick leave described hereinafter shall not be considered to constitute any liability on the part of the Company, to such employees, provided, however, that this rule will not be used to discriminate against employees to the extent that they might be dismissed at a time when they might be eligible to apply for such benefits.

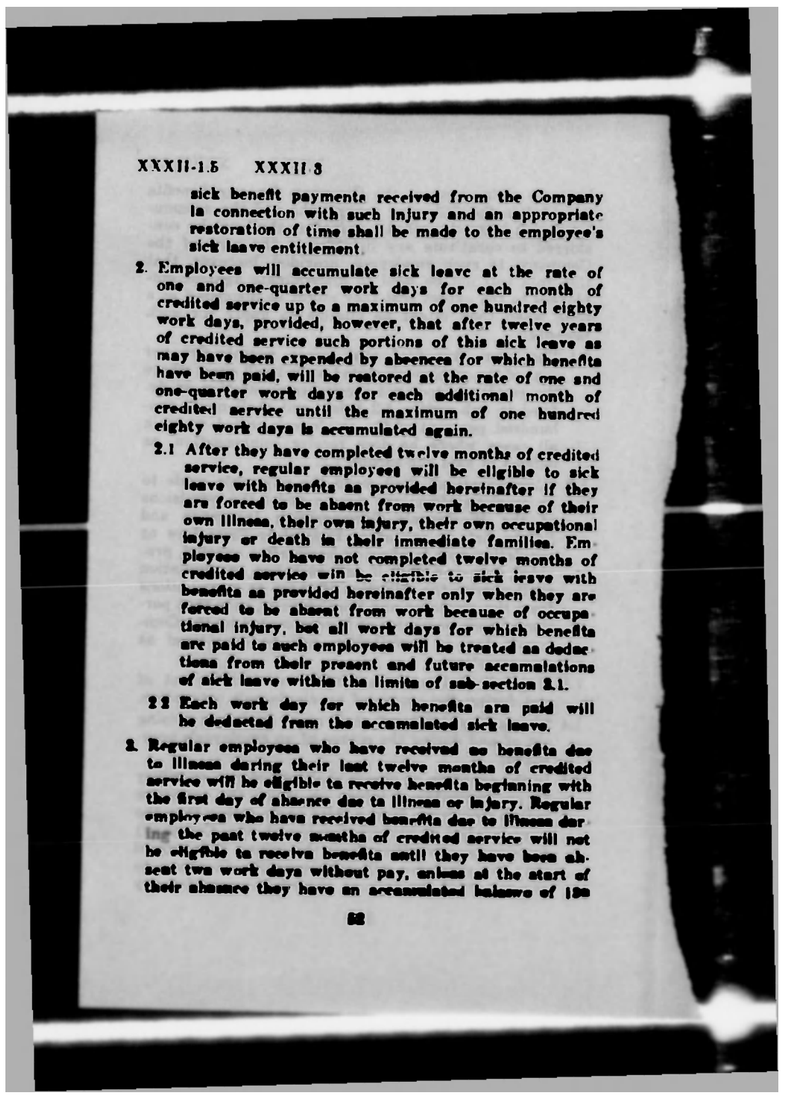
1.1 The term "benefits" shall mean seventy-five per cent of the employee's stated wage in all cases where the employee does not receive compensation as defined in sub-section 1.2 below and shall mean one-hundred per cent of the employee's stated wage in all cases where he does receive compensation, as defined in said sub-section 1.2.

1.2 "Compensation" shall mean the payments made to an employee from any source under the provisions of the Workmen's Compensation Insurance and Safety Act, or any other Federal or State Law or regulation now in effect or hereinafter enacted, provided, however, that if any such law or regulation shall require the collection of taxes or contributions from the employee and the Company, only that portion of such payments as is represented by the Company's tax or contribution will be considered as compensation.

1.3 "Injury" shall mean an injury not arising out of and during the course of an employee's occupation.

1.4 "Occupational injury" shall mean an injury arising out of and during the course of an employee's occupation.

1.5 In the event an employee shall experience an injury or an occupational injury on which the employee makes a recovery from a third party (other than the compensation insurance carrier of the Company) for damages resulting from the injury, it is agreed that the employee will reimburse the Company to the extent of the amount of such recovery for any



XXXII-1.5 XXXII-3

sick benefit payments received from the Company in connection with such injury and an appropriate restoration of time shall be made to the employee's sick leave entitlement.

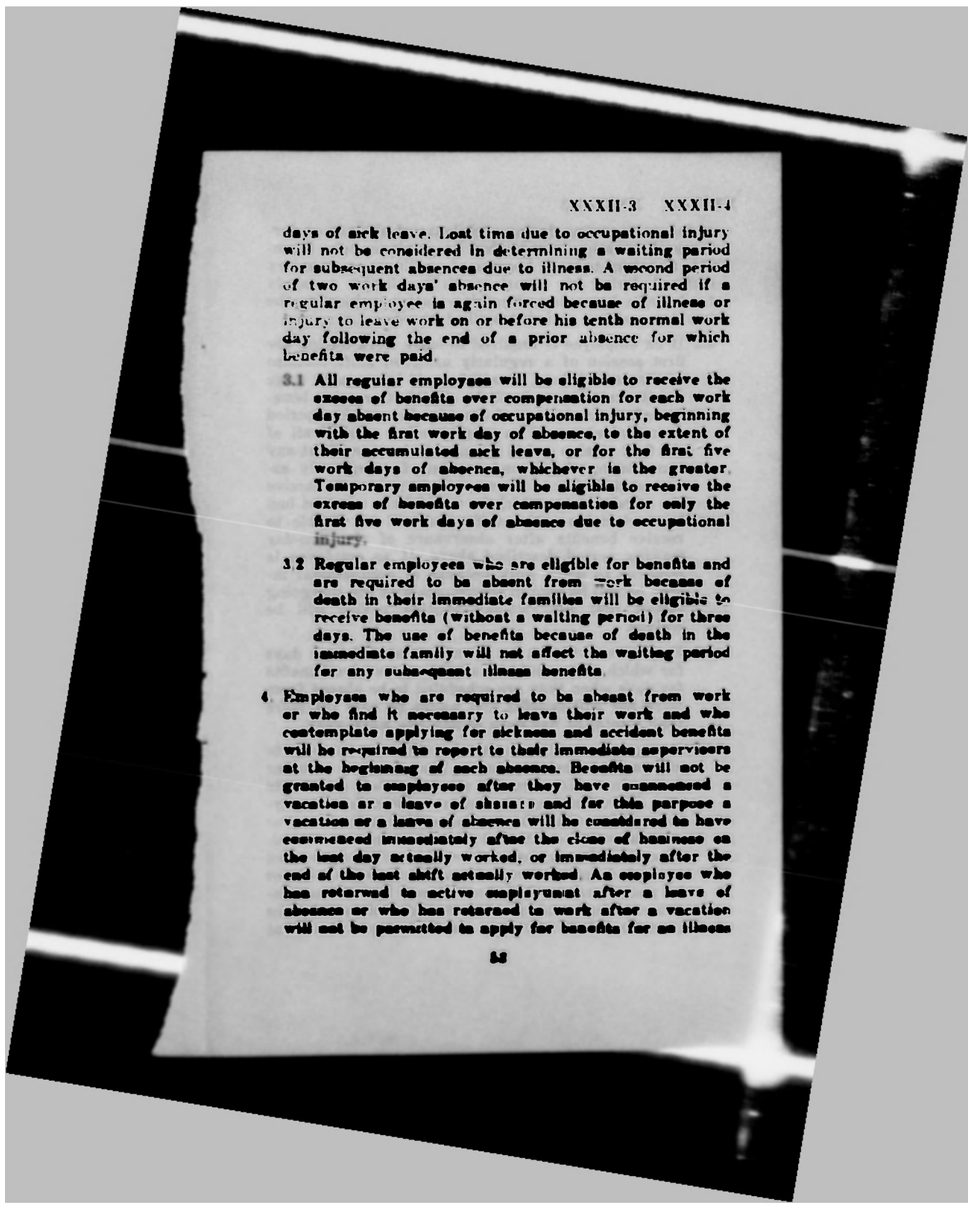
2. Employees will accumulate sick leave at the rate of one and one-quarter work days for each month of credited service up to a maximum of one hundred eighty work days, provided, however, that after twelve years of credited service such portions of this sick leave as may have been expended by absences for which benefits have been paid, will be restored at the rate of one and one-quarter work days for each additional month of credited service until the maximum of one hundred eighty work days is accumulated again.

2.1 After they have completed twelve months of credited service, regular employees will be eligible to sick leave with benefits as provided hereinafter if they are forced to be absent from work because of their own illness, their own injury, their own occupational injury or death in their immediate families. Employees who have not completed twelve months of credited service will be eligible to sick leave with benefits as provided hereinafter only when they are forced to be absent from work because of occupational injury, but all work days for which benefits are paid to such employees will be treated as deductions from their present and future accumulations of sick leave within the limits of sub-section 2.1.

2.2 Each work day for which benefits are paid will be deducted from the accumulated sick leave.

3. Regular employees who have received no benefits due to illness during their last twelve months of credited service will be eligible to receive benefits beginning with the first day of absence due to illness or injury. Regular employees who have received benefits due to illness during the past twelve months of credited service will not be eligible to receive benefits until they have been absent two work days without pay, unless at the start of their absence they have an accumulated balance of 120

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XXXII-3 XXXII-4

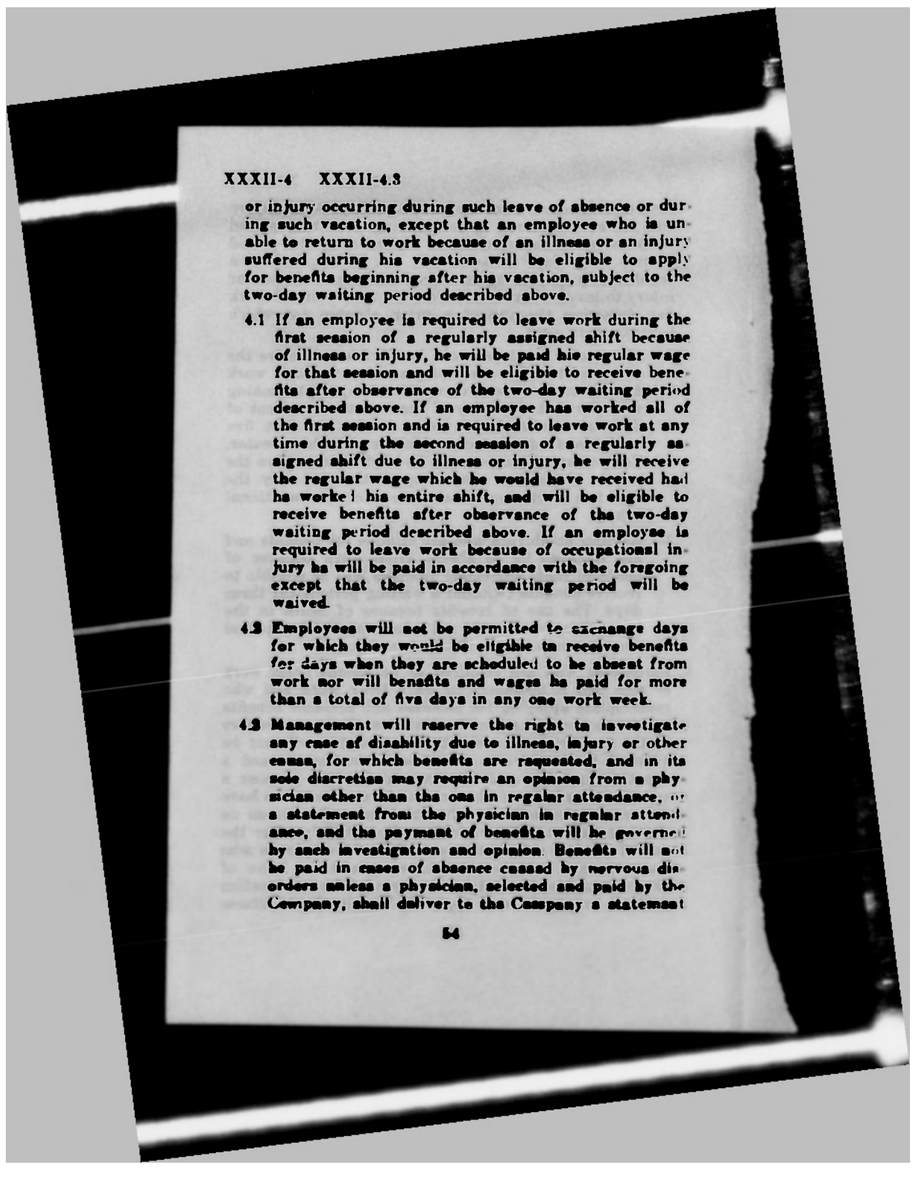
days of sick leave. Lost time due to occupational injury will not be considered in determining a waiting period for subsequent absences due to illness. A second period of two work days' absence will not be required if a regular employee is again forced because of illness or injury to leave work on or before his tenth normal work day following the end of a prior absence for which benefits were paid.

3.1 All regular employees will be eligible to receive the excess of benefits over compensation for each work day absent because of occupational injury, beginning with the first work day of absence, to the extent of their accumulated sick leave, or for the first five work days of absence, whichever is the greater. Temporary employees will be eligible to receive the excess of benefits over compensation for only the first five work days of absence due to occupational injury.

3.2 Regular employees who are eligible for benefits and are required to be absent from work because of death in their immediate families will be eligible to receive benefits (without a waiting period) for three days. The use of benefits because of death in the immediate family will not affect the waiting period for any subsequent illness benefits.

4. Employees who are required to be absent from work or who find it necessary to leave their work and who contemplate applying for sickness and accident benefits will be required to report to their immediate supervisors at the beginning of such absence. Benefits will not be granted to employees after they have commenced a vacation or a leave of absence and for this purpose a vacation or a leave of absence will be considered to have commenced immediately after the close of business on the last day actually worked, or immediately after the end of the last shift actually worked. An employee who has returned to active employment after a leave of absence or who has returned to work after a vacation will not be permitted to apply for benefits for an illness

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XXXII-4 XXXII-4.3

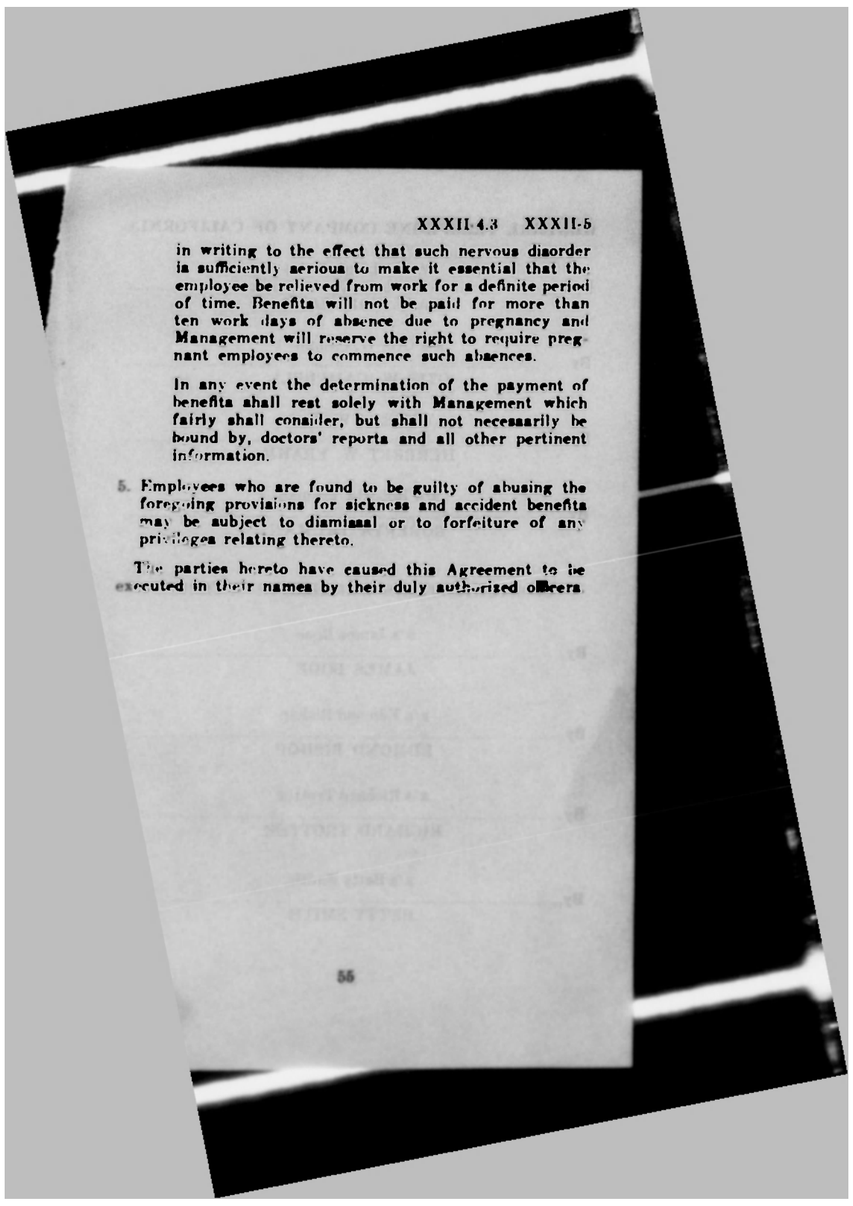
or injury occurring during such leave of absence or during such vacation, except that an employee who is unable to return to work because of an illness or an injury suffered during his vacation will be eligible to apply for benefits beginning after his vacation, subject to the two-day waiting period described above.

4.1 If an employee is required to leave work during the first session of a regularly assigned shift because of illness or injury, he will be paid his regular wage for that session and will be eligible to receive benefits after observance of the two-day waiting period described above. If an employee has worked all of the first session and is required to leave work at any time during the second session of a regularly assigned shift due to illness or injury, he will receive the regular wage which he would have received had he worked his entire shift, and will be eligible to receive benefits after observance of the two-day waiting period described above. If an employee is required to leave work because of occupational injury he will be paid in accordance with the foregoing except that the two-day waiting period will be waived.

4.2 Employees will not be permitted to exchange days for which they would be eligible to receive benefits for days when they are scheduled to be absent from work nor will benefits and wages be paid for more than a total of five days in any one work week.

4.3 Management will reserve the right to investigate any case of disability due to illness, injury or other cause, for which benefits are requested, and in its sole discretion may require an opinion from a physician other than the one in regular attendance, or a statement from the physician in regular attendance, and the payment of benefits will be governed by such investigation and opinion. Benefits will not be paid in cases of absence caused by nervous disorders unless a physician, selected and paid by the Company, shall deliver to the Company a statement

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XXXII-4.3 XXXII-5

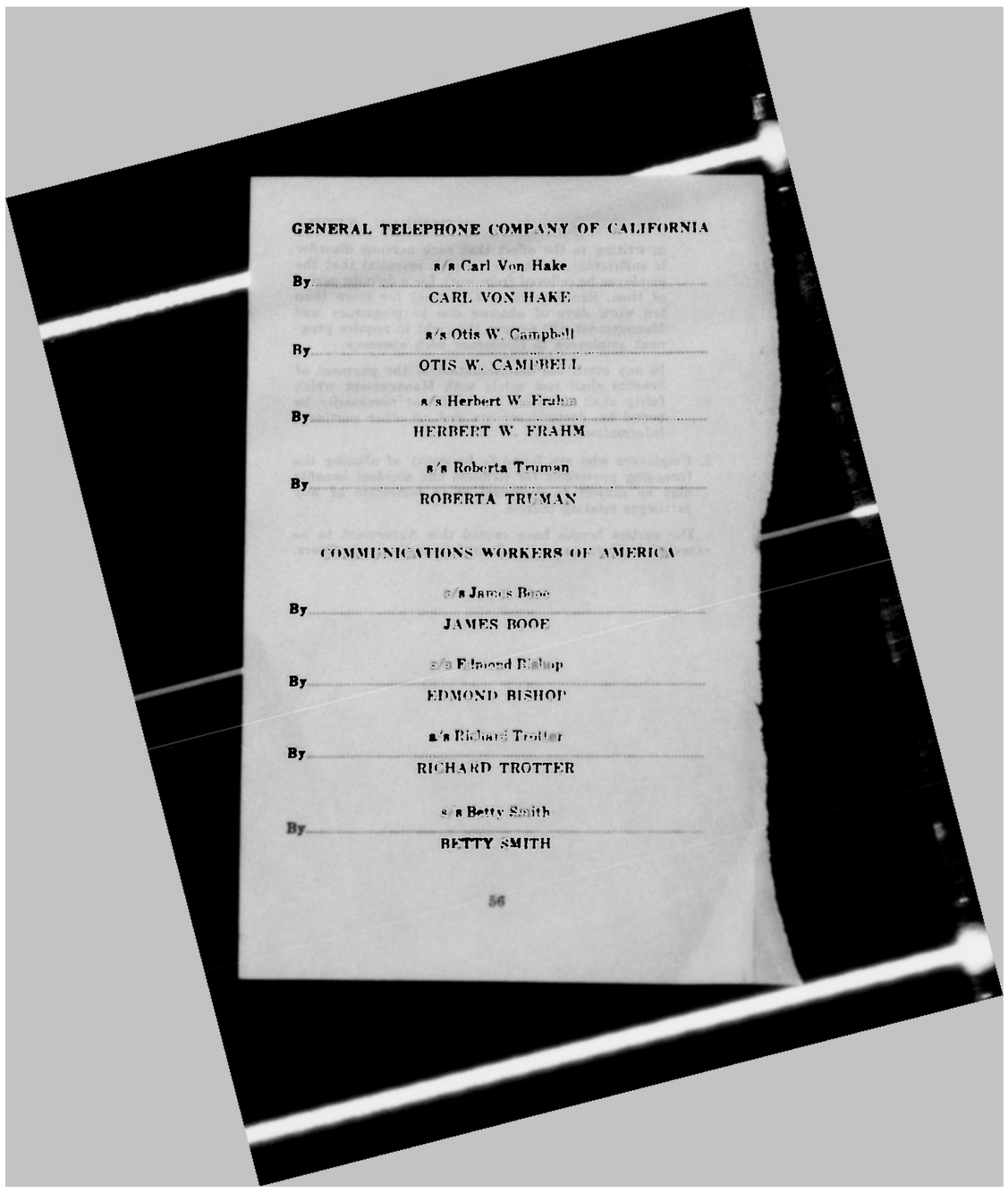
in writing to the effect that such nervous disorder is sufficiently serious to make it essential that the employee be relieved from work for a definite period of time. Benefits will not be paid for more than ten work days of absence due to pregnancy and Management will reserve the right to require pregnant employees to commence such absences.

In any event the determination of the payment of benefits shall rest solely with Management which fairly shall consider, but shall not necessarily be bound by, doctors' reports and all other pertinent information.

5. Employees who are found to be guilty of abusing the foregoing provisions for sickness and accident benefits may be subject to dismissal or to forfeiture of any privileges relating thereto.

The parties hereto have caused this Agreement to be executed in their names by their duly authorized officers.

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GENERAL TELEPHONE COMPANY OF CALIFORNIA

s/s Carl Von Hake
By .....
CARL VON HAKE

s/s Otis W. Campbell
By .....
OTIS W. CAMPBELL

s/s Herbert W. Frahm
By .....
HERBERT W. FRAHM

s/s Roberta Truman
By .....
ROBERTA TRUMAN

COMMUNICATIONS WORKERS OF AMERICA

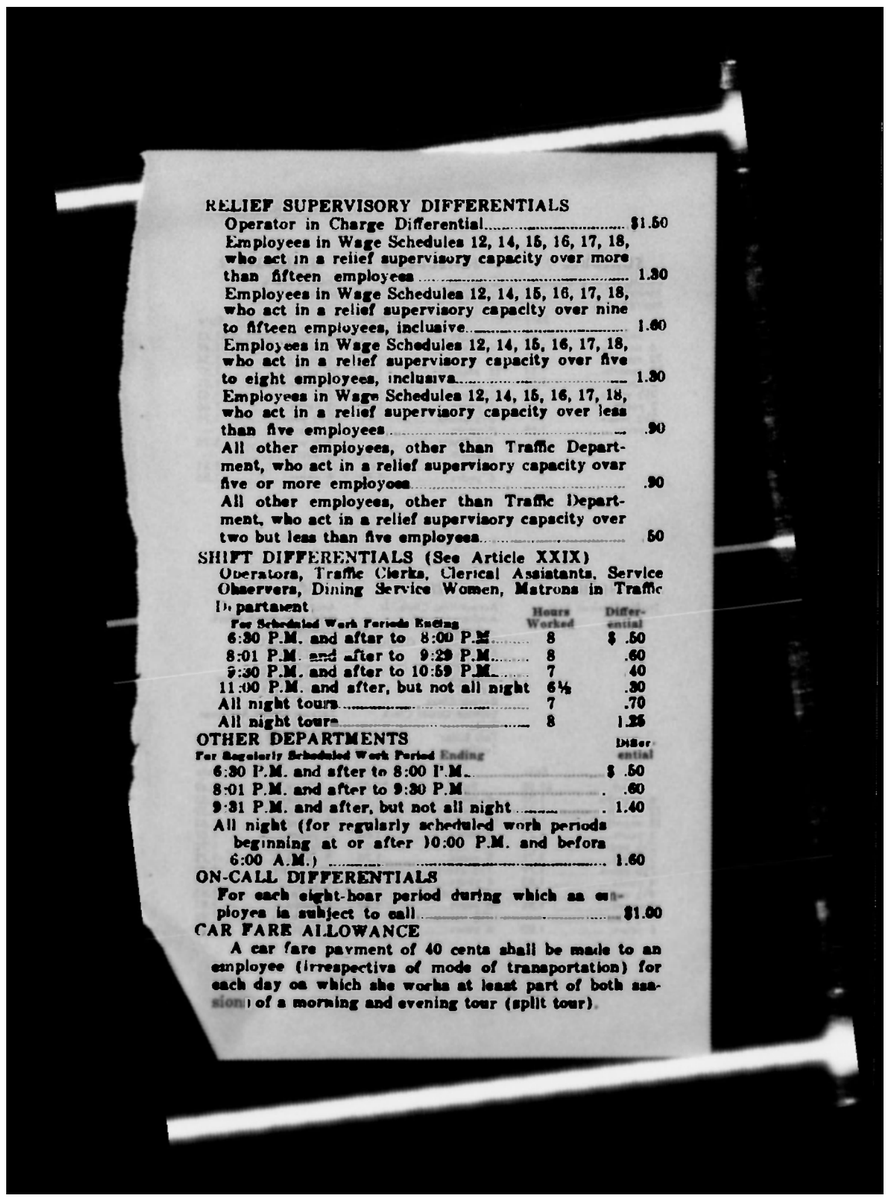
s/s James Booe
By .....
JAMES BOOE

s/s Edmond Bishop
By .....
EDMOND BISHOP

s/s Richard Trotter
By .....
RICHARD TROTTER

s/s Betty Smith
By .....
BETTY SMITH

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RELIEF SUPERVISORY DIFFERENTIALS

Operator in Charge Differential	$1.50
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over more than fifteen employees	1.30
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over nine to fifteen employees, inclusive	1.60
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over five to eight employees, inclusive	1.30
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over less than five employees	.90
All other employees, other than Traffic Department, who act in a relief supervisory capacity over five or more employees	.90
All other employees, other than Traffic Department, who act in a relief supervisory capacity over two but less than five employees	.50

SHIFT DIFFERENTIALS (See Article XXIX)

Operators, Traffic Clerks, Clerical Assistants, Service Observers, Dining Service Women, Matrons in Traffic Department

For Scheduled Work Periods Ending	Hours Worked	Differential
6:30 P.M. and after to 8:00 P.M.	8	$ .50
8:01 P.M. and after to 9:29 P.M.	8	.60
9:30 P.M. and after to 10:59 P.M.	7	.40
11:00 P.M. and after, but not all night	6½	.80
All night tours	7	.70
All night tours	8	1.25

OTHER DEPARTMENTS

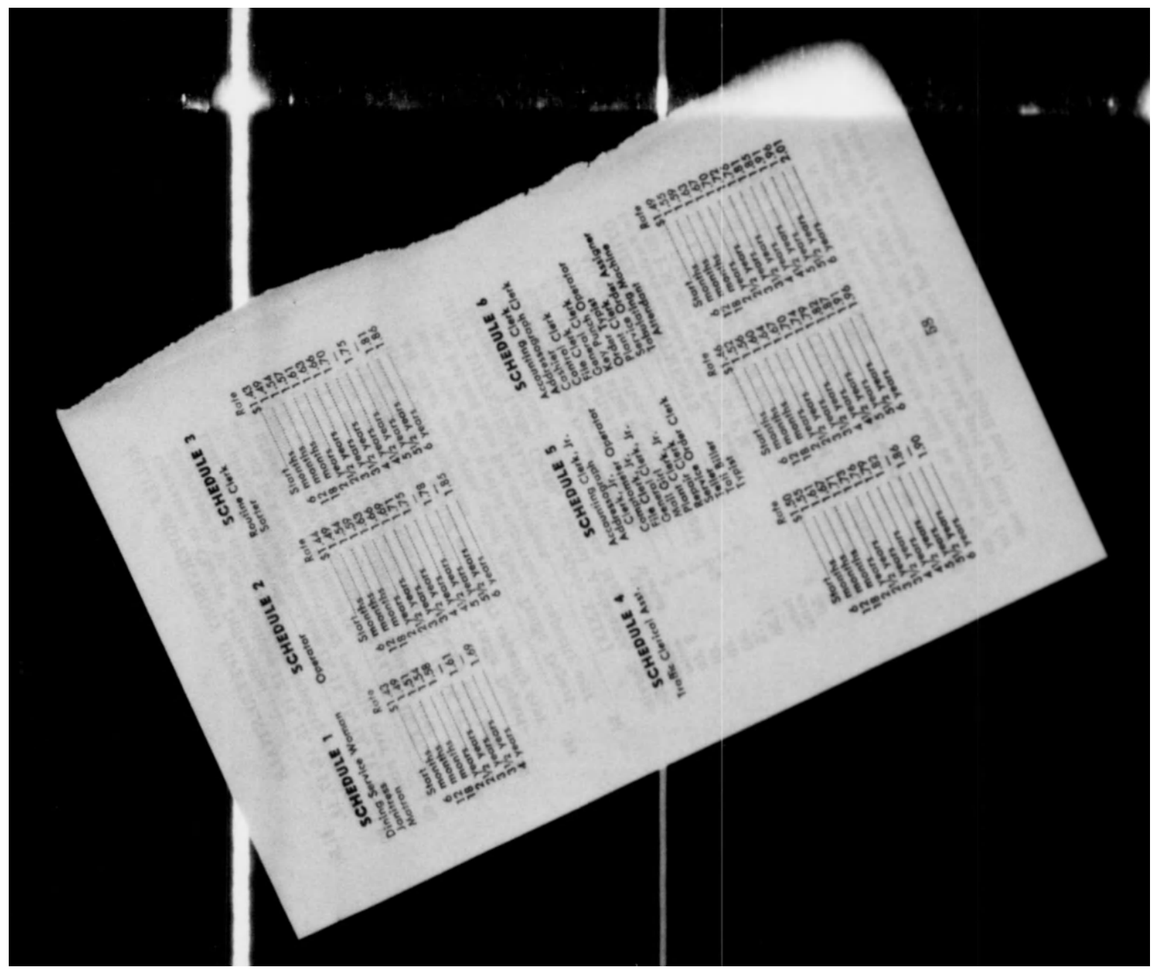
For Regularly Scheduled Work Period Ending	Differential
6:30 P.M. and after to 8:00 P.M.	$ .50
8:01 P.M. and after to 9:30 P.M.	.60
9:31 P.M. and after, but not all night	1.40
All night (for regularly scheduled work periods beginning at or after 10:00 P.M. and before 6:00 A.M.)	1.60

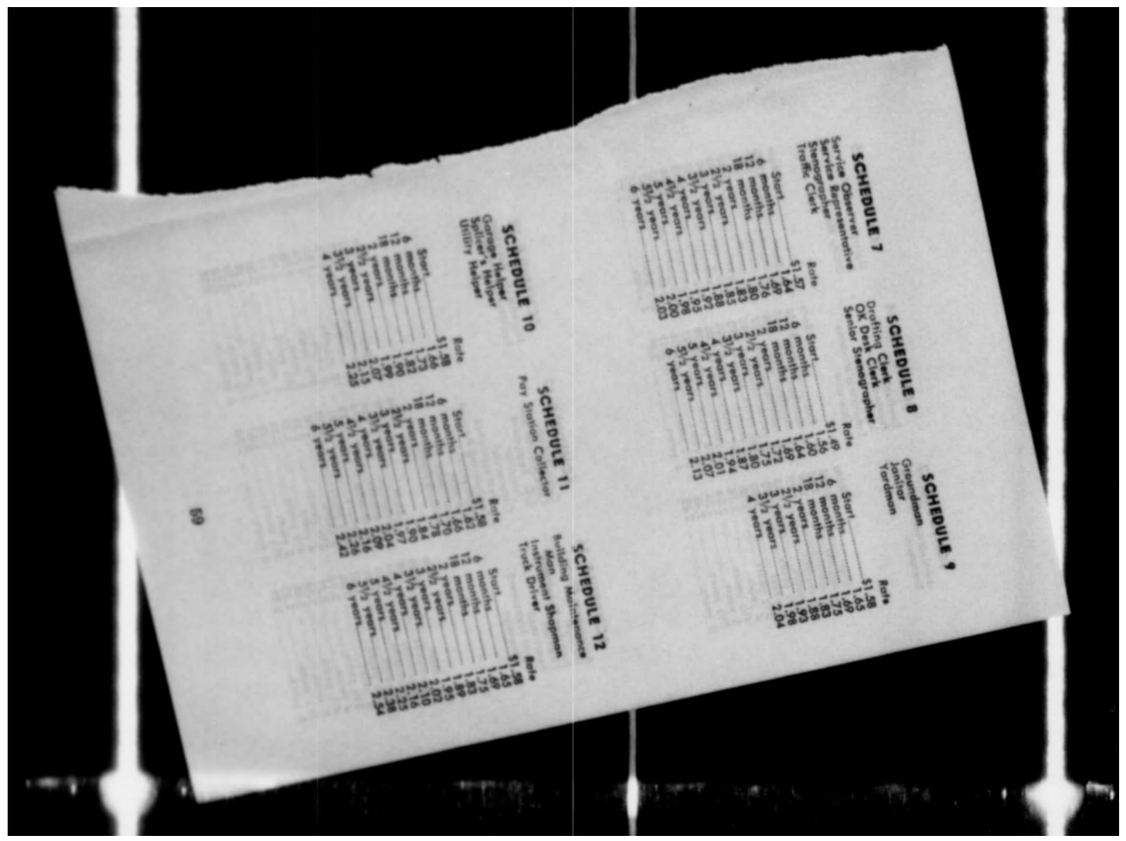
ON-CALL DIFFERENTIALS

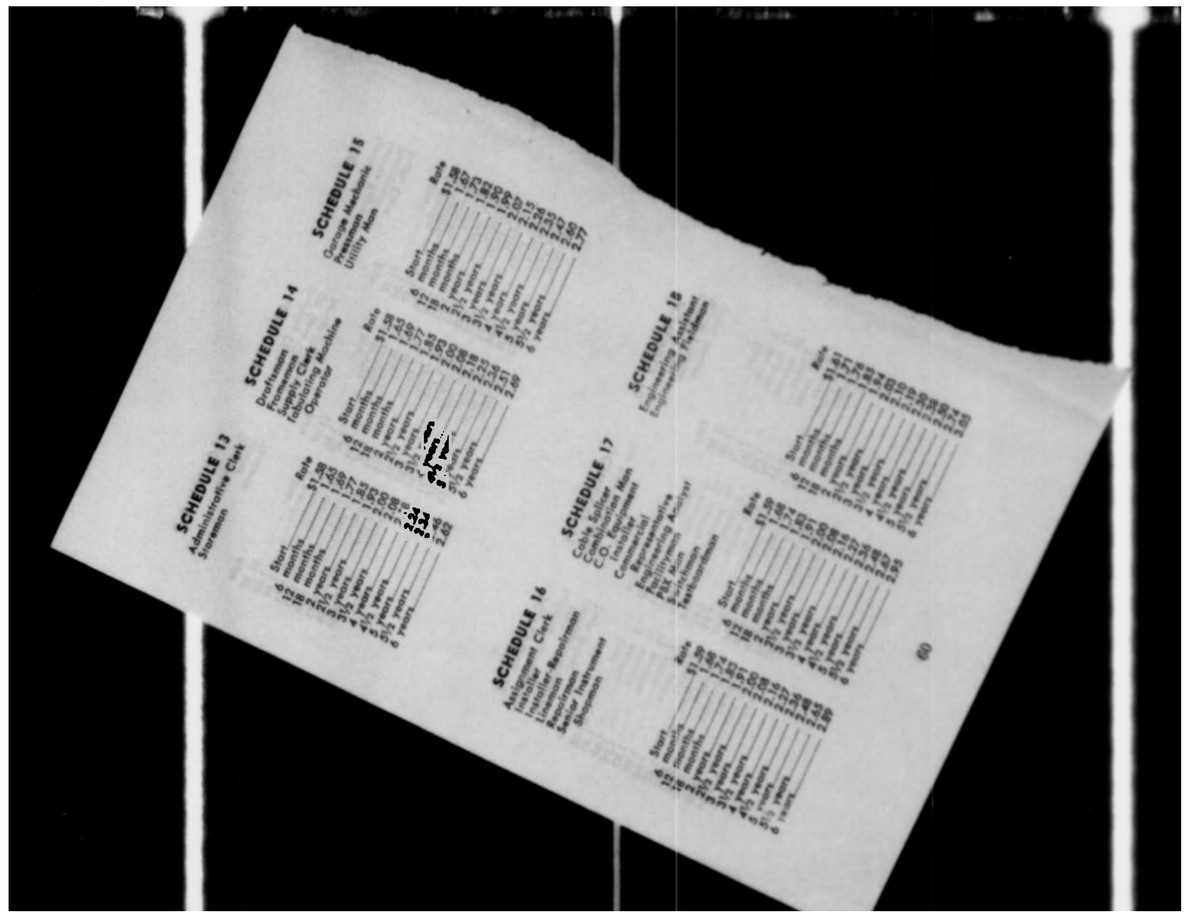
For each eight-hour period during which an employee is subject to call	$1.00

CAR FARE ALLOWANCE

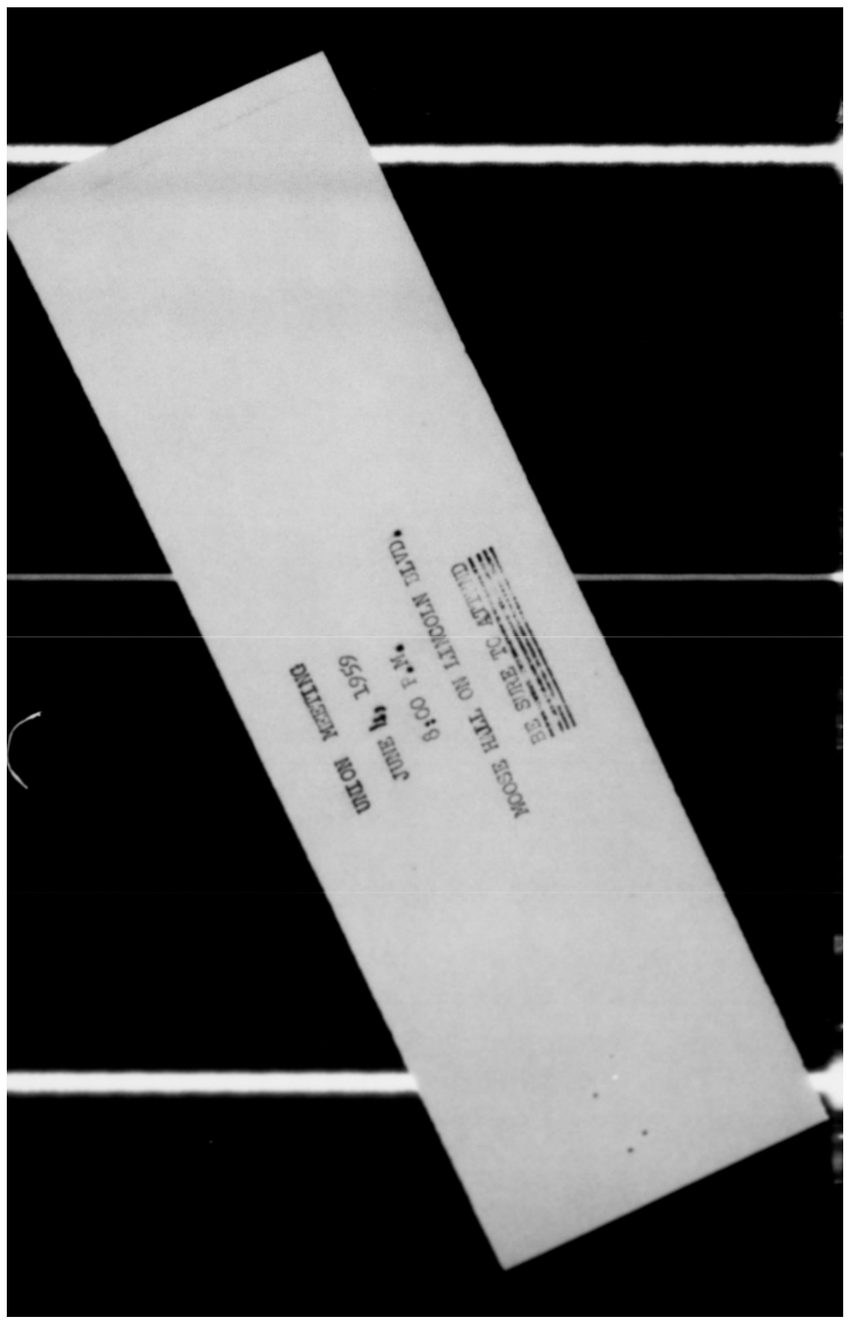
A car fare payment of 40 cents shall be made to an employee (irrespective of mode of transportation) for each day on which she works at least part of both sessions of a morning and evening tour (split tour).






SCHEDULE 13
Administrative Clerk
Stenotypist
SCHEDULE 14
Shorthand
Typist/Clerk
Telephone Attendant
Operator
SCHEDULE 15
Grounds Attendant
Trainee Attendant
Utility Man
SCHEDULE 16
Assistant Clerk
Telephone Receptionist
Typist
Telephone
Senior Storeman
Storeman
SCHEDULE 17
Cable Splicer
Cable Splicer Mate
Communications
Mechanic
Mechanical Worker
Painter
Plumber
Tradesman
SCHEDULE 18
Engineering Assistant
Engineering Technician
Rate
Short
months
12 months
18 months
2 years
3 years
4 years
5 years
6 years
7 years
8 years
9 years
10 years


"The demands of the service
or the importance of the job
are never so great
that we cannot take time
to do the job safely."


MOOSE HALL ON LINCOLN BLVD.
6:00 P.M.
JUNE 4, 1959
DEAN MOSKIND

At this meeting one of the installers challenged the offices(?) on every point. Insufficient notice for meeting, etc. No vote. Less than forty members were present.

CHALLENGER

CWA LOCAL 9574
1320 2nd St. Santa Monica

J U N E 1959

Pete Will check w/ Local concerning this last year.

I would like to take this opportunity to explain to the members why we are asking for a dues increase. We, the Officers of Local 9574 and Executive Board, are striving to build our Local into a smooth running organization that can be of assistance to every one. In order to do this it not only takes all cooperation from the membership but also more money than we now have to operate with.

I am sure that we are all aware of the great need for extensive Organizing Drives, continued Seminars Schools and training. In order to accomplish all of these things we must use money and at this time we can not afford to give our Vice-President and Chief Steward the amounts they must have in order to do the job right.

It is also our desire to see that each member be notified regularly of all monthly meetings and send out our Newspaper, and again I can only repeat that this not only requires time but money.

We have not had a Dues Increase since 1951 and we all know that living expenses have risen to an all time high. Rentals, Wages and Office Expense have increased to the point that your Local does not feel that we can afford to operate on the present Dues Structure so that gives us only one choice to point out to the members that in order for our Officers to do there job right is to ask for more money.

Attend your Local Meeting on June 6th at the Moose Hall and let us hear your views on this and take a vote to raise our dues.

VIRGINIA STONE
President

HELP ! ! ! !

WE NEED MEMBERS TO VOLUNTEER FOR COMMITTEES SO LETS ALL HELP BUILD THE LOCAL.

WHY WE NEED A DUES INCREASE

Per Capit. Estimate to Council	$ 81.71
Salary to Officers	265.90
Salary for Conventions	
Salary for Members to Steward School	110.40
Organizing, Travel & Related Expenses	56.[illegible]
Travel & Related Expenses for Members(Steward's School)	28.[illegible]
Taxes [illegible]	18.[illegible]
Rent [illegible]ce, Meeting Hall & Etc.	101.90
Telephone	13.68
Postage	11.75
Supplies	27.57
Contributions & Donations	12.00
Social Activity	5.00
Welfare	5.00
Miscellaneous	73.02
TOTAL	$970.35
AVERAGE MONTHLY INCOME	$923.00
	$ 47.00

After 3 CWA negotiated Election to remove Walt from presidency. Upon some $2,000.00 in treasury. Upon some that happening, he quit shortly.

TIME TO WAKE UP

Just because Bargaining is over does not mean that we should let up on our Organizing.

Remember twelve months is not very long to build our Local up so we can ask for better wages and working conditions. Lets not wait until the first of April 1960 to go all out, lets pull together and gain our strength now and show the Little General we mean what we say when we meet on the Bargaining Table next year.

RICHARD COMBS
Vice-President

THIRD WARNING

We are still having Prep problems I am sure. Your Local is here to serve you. If you or anyone you know receives reprimands that seem unfair inform your Steward immediately.

When in trouble call Sta. 1464 and ask for Chief Steward he is there for your assistance.

BILL LUM for ~~Chief Steward~~

A number of people in the instrument shop, before we work, did not sign prep forms (work evaluation), Olando and I among them. One man in PBX tore up the forms +

NEWS LETTER

Communications Workers of America, 1808 Adams Mill Rd., N. W., Washington 9, D. C.

Vol. 13 | Friday, March 27, 1959 | No. 3

SIX NEW agreements-- three Bell and three independent-- have been settled in recent weeks. Together, they cover 79,366 workers. The three Bell contracts, two of them settled just too late to be covered in the last issue of CWA NEWS, follow the wage and vacation pattern set by CWA in Wisconsin earlier this year. Here are details of the six new contracts:

PACIFIC TEL. & TEL.-- Northern Cal. & Nevada-- This new contract, covering 17,756 plant and traffic workers, gives wage boosts ranging from $1 to $5 a week to plant, $1 to $3 for traffic, effective Mar. 15. An additional 50-cent a week increase is effective in November for top rate operators and Group 4 clerks in 19 towns, and for those getting top rate in the two top plant craft groups in 29 towns. Other gains include some town upgrading, a boost of 10 cents a meal for dining service workers, all-night traffic tours cut from 8 to 7 hours, four-week vacations after 30 years, the right to arbitrate discharges of plant workers after six months, instead of the former two years.

SOUTHWESTERN BELL-- This contract covers 47,156 workers. It provides wage increases of $2 to $5 a week for plant craft and related jobs, $2 to $3 a week for traffic operating and clerical workers. In addition, the frameman maximum rate was upped by $4 a week, stockmen and truck drivers were upped an additional $1 a week at all steps on the schedule. A total of 24 towns were upgraded, affecting 1930 workers. As a result of a combination of basic wage increase, and job and town reclassifications some individual workers receive pay hikes up to 35 cents an hour. Commission rates for directory salesmen were increased.

C & P OF VIRGINIA-- This all-department contract covers 6743 workers throughout the state. Pay hikes ranged from $1 to $5 in plant, $1 to $3 in traffic and clerical. Commercial workers get $1 to $4.50. Other gains: Two towns near Washington, Fairfax and Herndon, get a $2 increase after 90 days and another $2 in an additional 90 days. These increases are on top of the basic pay hikes they received. Fairfax was in schedule 1 and got a $5 top increase, in basic pay, Herndon got $4. Seven other towns were upgraded by one schedule.

AND HERE ARE THE INDEPENDENT SETTLEMENTS:

ELYRIA TEL. CO.-- A two-year agreement involving 120 employes in this Ohio independent provided for a 3½ per cent increase for all employes (5 cents an hour minimum for operators) effective February 25, 1959 and another 3½ per cent hike effective February 25, 1960. This year traffic employes receive 5 cents an hour up to the top rate, slightly over 5 cents at the maximum. Plant boosts range from 5.25 cents to 9 cents an hour. Increases next year will be from 5 cents to 11 cents an hour. Other contract gains include a reduction from 15 to 12 years of service for eligibility to three weeks vacation, an increase in the night differential from 5 to 6 cents an hour and establishment of a title of working foreman for the switchman and combination man classifications.

KANSAS STATE TEL. CO.-- Wage boosts of 10 cents an hour across-the-board for plant employes, 4 cents to 5 cents an hour for traffic effective March 1, 1959, with additional hikes of 2 cents an hour in plant and 2 cents in traffic effective March 1, 1959 are contained in a

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
Southern California Area, Dist. 9
606 S. Hobart Blvd. Los Angeles 5, Calif.
April 3, 1959

Organising Report for March, 1959

File: 1.11.J.D.

To: Local Officers, Chief Stewards, & Stewards, So. Calif.

LOCAL	February [illegible]	Non-Members [illegible]	2½¢ of Non-Members	Monthly Quota Drops plus 2½¢ Non-Members	Cards rec'd. March	Local % Feb.
9501	17	828	20.7	37.7	54	57.1
9502	12	489	12.2	24.2	55	69.6
9503	20	1154	28.9	48.9	16	39.3
9504	0	30	.8	.8	1	75.6
9505	19	836	80.9	39.9	0	60.8
9506	12	766	19.1	31.1	25	54.1
9507	7	609	15.2	22.2	15	56.6
9508	3	146	3.7	6.7	3	68.7
9509	13	632	15.8	28.8	20	63.3
9510	14	378	9.4	23.4	0	63.5
Unit	117	5868	146.7	263.7	189	58.0
9571	25	575	14.4	39.4	8	61.0
9572	9	93	2.3	11.3	15	82.1
9573	5	70	1.8	6.8	13	76.0
9574	29	1078	26.9	55.9	106	43.4
9575	6	63	1.6	7.6	11	77.0
9576	5	101	2.5	9.5	18	73.2
9577	8	305	7.6	15.6	9	73.0
9578	31	204	5.1	36.1	53	70.9
9579	11	100	2.5	13.5	17	80.0
9580	16	87	2.2	18.2	41	58.7
9581	1	61	1.5	2.5	8	60.4
9406	0	34	.8	.8	1	60.0
Unit	146	2769	69.2	215.2	300	63.7
9590	104	42	1.0	1.0	7	96.7
9595	0	0	0	0	0	100.0
Area	567	8679	216.9	479.9	496	

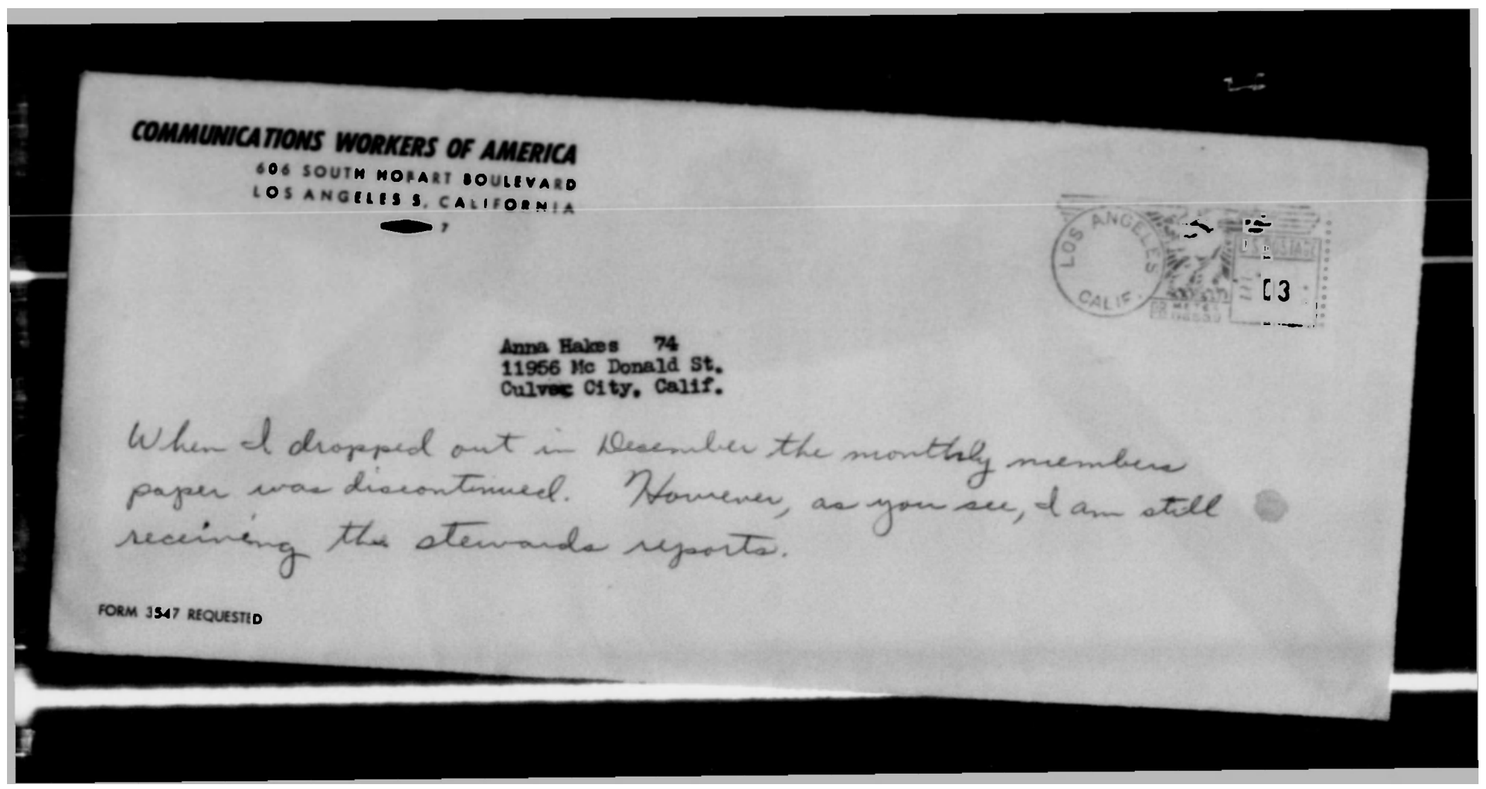
The organising performance for the month of March shows a vast improvement over our performance in the month of February.

You will note that despite the lay-off of 95 members in February in the Western Electric Installation, there were enough cards signed in March to offset the loss and still show a gain for the Area.

Local 9503 and 9510 were the only Locals that did not sign any new members during the month, at a time when interest was the highest due to negotiations on a new Contract.

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W. M. Gemmell, Acting Director
Southern California Area



COMMUNICATIONS WORKERS OF AMERICA
606 SOUTH HOBART BOULEVARD
LOS ANGELES 5, CALIFORNIA

Anna Hakes 74
11956 Mc Donald St.
Culver City, Calif.

When I dropped out in December the monthly members paper was discontinued. However, as you see, I am still receiving the stewards reports.

FORM 3547 REQUESTED

new pact with this Kansas independent covering 38 employes. Also, termination allowance payments after six years of service were increased by one week's pay. An Agency-Shop clause was substituted for the former Union-Shop provision recently outlawed by a so-called "right-to-work" law enacted by the state of Kansas. The Agency-Shop provision does not require membership in the union but does require the payment of the amount of the union's regular monthly dues and assessments by all employes eligible for membership.

GENERAL TEL. OF CALIFORNIA-- Wage hikes ranging from 2 cents to 11 cents an hour for 7553 employes of this independent are contained in a one-year contract effective March 20. Other gains include upgrading of four job classifications, additional increases going to 760 employes, an increase in the maximum daily allowance for temporary assignments located more than 40 miles from the regular assignment from $4.25 to $10, four-weeks vacation after 30 years of service (formerly 40 years), pension plan changed to conform to the Bell System plan except that present pensioners will not be affected, temporary employes to receive same holiday treatment accorded regular employes and job bidding clause improved, requiring the company to notify the employe in writing why he was not selected to fill a job vacancy for which he submitted a bid--copy of notification to be sent the union.,

MEANWHILE CWA negotiations continue with the Bell System in the PT&T Co.- Wash.-Idaho and So. Calif. areas and in the Mountain States Co., and in 13 independent company units.

A NUMBER of CWA locals have increased dues in anticipation of possible convention action approving the executive board recommendation to up per capita dues by 50 cents a month. Among those locals which are in the process of increasing dues is Menphis Local 3806. At a recent membership meeting, with more than 400 of the Local's 797 members present, the local voted to hike dues from $4 to $5 a month. By the time another month had passed 625 new dues check off cards were already in the local office and more were on the way in. Said the local executive board: "CWA members may be lax in participating in local programs and attending union meetings, but when given the facts and made aware of the needs, they can be counted on." Speaking for the board, Local President M. O. Williams, said: "Stewards and officers, who have given so much of their time to the progress of the union feel fully rewarded by this most heart-warming response."

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COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
Southern California Area, Dist. 9
606 So. Hobart Blvd., Los Angeles 5, Calif.
February 2, 1959

To: Local Officers, Chief Stewards & Stewards, PT&T & General Telco Units.

Organizing Report for week ending January 30, 1959.

Local	December Drops A	Non-members December B	2½% of non-Members C	Mo. Quota Drops plus 2½% of non-members D	Cards Rec'd January E	Local Percentage in December F
9501	25	831	20.8	45.8	20	55.7
9502	27	506	12.6	39.6	16	67.1
9503	16	1239	31.0	47.0	21	37.9
9504	4	20	.5	4.5	0	82.5
9505	23	838	20.9	43.9	14	59.3
9506	25	771	19.3	44.3	1	52.6
9507	18	614	15.3	33.3	13	54.9
9508	5	174	4.3	9.3	1	64.4
9509	22	489	12.2	34.2	13	69.2
9510	8	483	12.1	20.1	0	57.5
Unit	173	5965	149.0	322.0	99	56.7
9571	29	512	12.8	41.8	22	63.5
9572	8	94	2.4	10.4	26	81.6
9573	2	84	2.1	4.1	9	71.4
9574	[illegible]	1060	26.5	68.5	0	44.7
9575	[illegible]	75	1.9	8.9	32	72.3
9576	8	104	2.6	10.6	3	72.3
9577	1	79	2.0	3.0	0	62.7
9578	25	323	8.1	33.1	12	71.1
9579	12	236	5.9	17.9	23	66.9
9580	26	95	2.4	28.4	3	81.
9581	5	65	1.6	6.6	2	57.
9406	3	34	.8	3.8	0	59.
Unit	168	2761	69.1	237.1	132	63.4
9590	0	50	1.3	1.3	9	96.4
9595	0	2	- -	- -	-	99.7
Total	341	8778	219.3	560.3	240	

This includes Glendale & Pas. dropped out in Jan. after attending convention.

The above method has been developed to determine each Locals' monthly quota.

A. The colum "December drops" reflects the number of members who have cancelled dues deductions, or left the employ of the company,
B. The non-member column refers to the number of non-members in your Local.
C. 2½% of column "B".
D. Reflects the monthly quota which is colum "A" plus colum "C".
E. Number of cards signed during the month of January
F. This colum reflects the Local membership percentage.

It should be apparent to anyone looking at this report, that if we are going to attain any of our bargaining goals in the upcoming negotiations we are going to have to get off of the dime and do something about the non-member problem.

You will note that we did not sign enough cards in January to offset our December losses. This trend must stop.

Make organizing our number one project.

Sincerely & fraternally,

W M Gruwell

W. M. Gruwell, Acting Director
Southern California Area

JC:f
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COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
SOUTHERN CALIFORNIA AREA, DISTRICT 9
6011 South Hobart Boulevard
Los Angeles 8, California
February 5, 1959

H E L L. W H A T D O Y O U K N O W

MORE THAN 66 OUT OF A HUNDRED PENSION PLANS COVERING 3.3 MILLION WORKERS, RECENTLY STUDIED BY THE BUREAU OF LABOR STATISTICS, MAKE NO DEDUCTION FOR SOCIAL SECUMITY.

BUT THE GENERAL TELEPHONE PENSION PIAN STILL CONTINUES TO DEDUCT ONE-HALF OF YOUR SOCIAL SECURITY.

74 OF THESE 100 PLANS PROVIDED LARGER PENSION PAYMENTS (INCLUDING SOCIAL SECURITY) TO EMPLOYEES EARNING $4,200 PER YEAR AND RETIRING AFTER 30 YEARS THAN DOES THE GENERAL PLAN (INCLUDING SOCIAL SECURITY).

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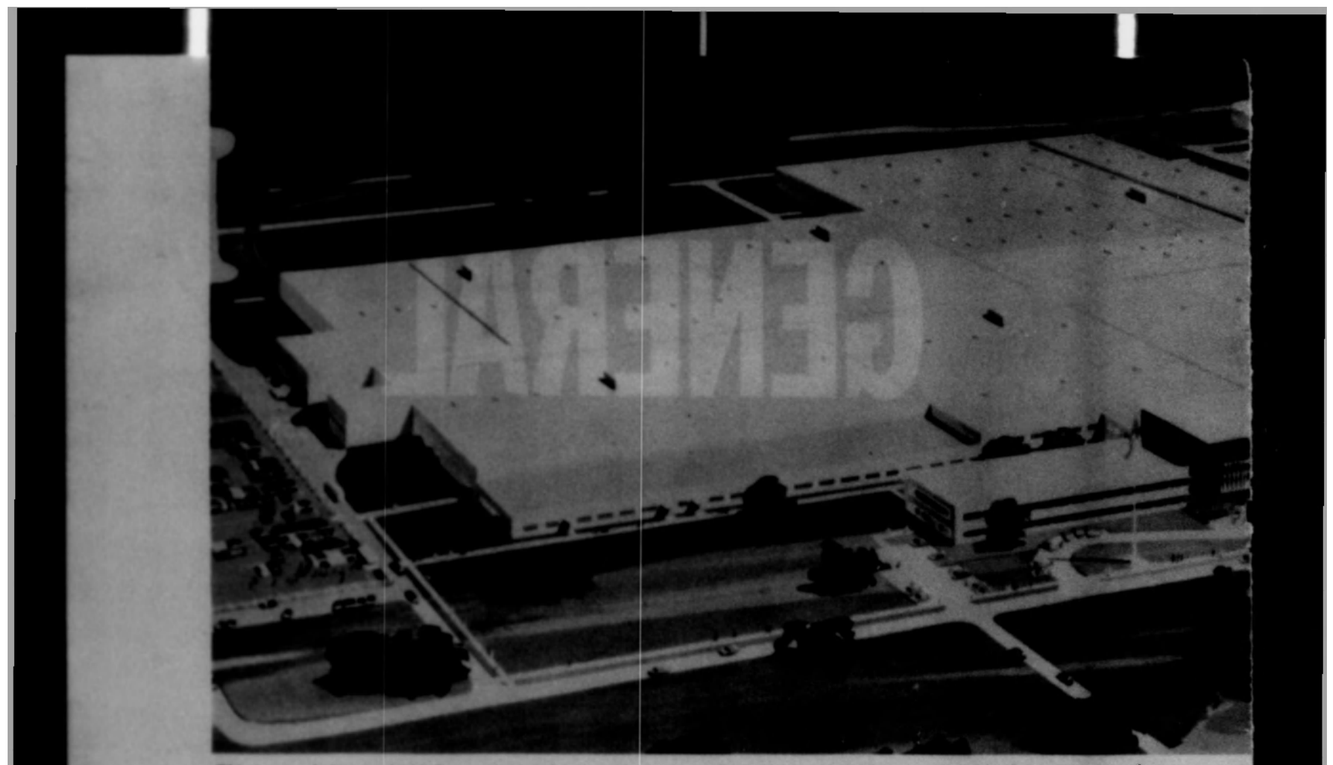
TELEPHONE WORKERS ARE ENTITLED TO PENSION IMPROVEMENTS! And a union that doesn't play kissing games with management.

C.W.A.-AFL-CIO

GENERAL

1958





This is a wash drawing in bird's-eye view of the new Automatic Electric plant at Northlake, Illinois. The building occupies over thirty-five acres of a 167-acre tract of land. It won an award as a "top ten" plant among 900 built last year throughout the USA.

AUTOMATIC ELECTRIC

Tops In Automation

Automatic Electric Company, the manufacturing arm of General Telephone System, is known to most of us for its high quality telephone switching equipment for the Independent Telephone Industry. From time to time we have mentioned Automatic Electric activities in this magazine. In this issue we are featuring Automatic Electric because we want you to know more about this very important part of the General Telephone System.

As most of you know, Automatic Electric is the outgrowth of the invention of automatic telephone equipment by Almon Brown Strowger. In some respects Strowger's invention was quite as remarkable as the invention of the telephone itself.

Basically, the invention of the telephone involved a device capable of transmitting a voice over a pair of wires to a similar device at the other end of the same wires. This was satisfactory as long as there were only two telephones. But the telephone industry could never have grown to its present state without a rapid and accurate method of connecting a given telephone to any one of millions of others.

Automatic Electric Company was originally organized in 1891 as The Strowger Automatic Telephone Exchange. The present corporate organization was established in 1901 when a six-story manufacturing plant was erected in Chicago.

As the Company's business grew, additional space had to be found to house its manufacturing machinery and equipment. At one time Automatic Electric was located in seventeen large and separate buildings in the city of Chicago.

Last year Automatic Electric moved into a brand new plant at Northlake, Illinois. The plant itself is a structure of brick, steel, glass and aluminum located on a 167-acre tract of land about fifteen miles from downtown Chicago. The site was formerly the Westward-Ho Country Club, and the landscaping retains much of its original country atmosphere. There's fresh air to breathe, room to grow in, and no parking problems for employees.

The building alone occupies an



Corner of the comfortable reception room for executive offices at Automatic Electric

A view of the spacious main lobby which greets visitors to the Company's new plant.

area of over thirty-five acres. Its two spacious parking lots have a combined area of another thirty acres.

The main entrance, illustrated on our cover, is impressively highlighted by aluminum and glass. A beautiful stream winds across the front of the property and the entire plant is surrounded by rolling green lawns and flower gardens.

The new plant at Northlake houses not only the factory and the executive and administrative offices of Automatic Electric, but also those of Automatic Electric Sales Corporation, Automatic Electric International, Inc., and General Telephone Laboratories. The number of employees, as of July, was 3,520—more than ten per cent higher than a year ago.

Above: Brilliantly lighted, clean, modern factory office areas at Automatic Electric promote employee contact and increase work efficiency. Ceilings are acoustical tile; floors are vinyl. Literally miles of fluorescent tubing are used in the building.

Below: This is one quiet, tastefully decorated President's office at the Northlake plant.



The main 1000 seat cafeteria has six separate serving counters like this. A second cafeteria seating 500 is located on a mezzanine on the far side of the factory area.

Each year the McGraw-Hill magazine *Factory Management and Maintenance* selects the "Top Ten Plants" built during the preceding year. From among the more than 900 new plants completed in 1957, *Factory* chose the Automatic Electric plant as one of the top ten this year.

Making Strowger Automatic telephone equipment is still the mainstay of A.E.'s business. Yet the Company today is serving an ever-increasing number of other industries outside the telephone field. The development of the automatic telephone and the dial system by Automatic Electric engineers formed the basis for much of today's automation. Their contributions were among the very first practical applications of the electro-mechanical brain principles.

The long list of the Company's regular customers—embracing every industry and field of interest in automatic controls—testifies to its ability to make products of the highest quality.

Such products are used in space satellites, military and civilian aircraft, fire control systems, stock quotation boards. Traffic control systems from the skyways to the nation's freight yards to the boulevards of the city depend on them. Automatic machine operations, warning and protection systems, and computers of all kinds contain A. E. products. They are components of audio and video equipment of great variety.

They are also used in radar systems, circuit analyzers, data transmission systems, telemetering equipment, high speed printers, medical and dental equipment.

Remote control production systems, remote control stations in the chemical and pipeline industry, logistics planning equipment, power distribution systems, and even race track totalizer boards are operated by A.E. equipment. Almost every day new uses are found for the industrial products developed and manufactured by the Company.

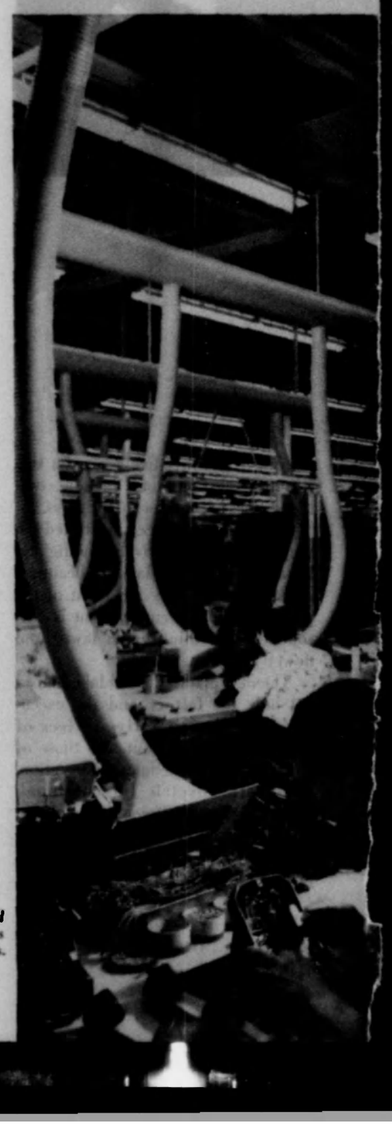
Such equipment, although it usually is vital to the end product in which it is used, is seldom known to the layman. Yet Automatic Electric equipment is in use aboard atomic submarines such as the Nautilus. It is used in guided missiles like the MACE, Redstone and giant Jupiter. It played an important role in the successful launching of the first U.S. space satellite. The crucial count down in missile launchings often rely upon circuit analyzers including Automatic Electric products.

In the Department of Defense's global communications network, A.E. products play leading roles in complex teletypewriter switching systems. In million dollar electronic brains they help perform such diverse functions as recalculating the size and shape of the earth, and forecasting the results of presidential elections.

They are part of the brain of automatic pin spotters in bowling alleys across the land and they are used in graphic panel systems from which one man can operate a production process requiring control of more than a hundred variables, without leaving his desk.

You can find the Company's equipment used in fabulous automation systems almost incapable of a mathematical error. These systems handle *all* banking functions for up to 50,000 individual checking accounts, including the preparation and printing of customers' monthly statements at a rate of up to 900 per minute.

Our diverse family of industrial control devices and equipment includes relays and stepping switches



Special ventilating tubes remove heat and vapor created by soldering operations at these plastic-topped work benches.

in scores of basic types, each with a wide variety of coils and contact combinations to meet any and all electrical control needs.

• The reputation earned by Automatic Electric in its exacting field continues to grow apace. Its products are in use on every continent of the globe. To its Brussels World's Fair exhibit have come thousands of representatives of governments and businessmen from many nations.

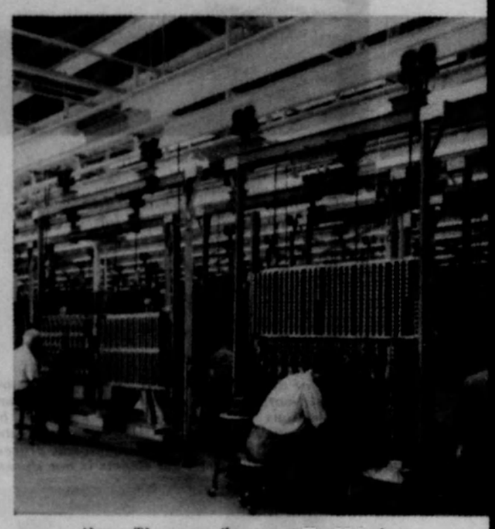
Automatic Electric's record of past achievements is one of which all General Telephone employees can be proud. Its very name has become a watchword for progress and quality.



Efficient utilization of space characterizes the new 1,520,000 square foot layout at Northlake. For safety and freedom of movement ceilings are high and aisles are wide.



Above: Fully assembled equipment moves into the finished products warehouse area on a special monorail network.



Above: The monorail system at Northlake is one of best ever installed in a manufacturing plant.

Below: H. F. Lello, left, President of Automatic Electric, receives Top Plant Award at presentation on May 20, 1958.



Below: Automatic Electric was well represented at Brussels' World Fair by our Belgian affiliate.



General News Visits

The Legal



Floor-to-ceiling bookshelves filled with a fine collection of law volumes give a quiet air of distinction to the library. Above, Assistant Attorney Ralph Snyder studies a law book for background material on a legal problem.

MANY OF OUR EMPLOYEES are perhaps only vaguely aware that we have a Legal Department. Situated on the sixth floor in General Office, it has an atmosphere completely different from any other office you might wander into in the company. Here is the land of law books and lawyers, and such words as *liens*, *infringements* and *titles*. The Legal Department has a twofold purpose: to insure that this company acts lawfully in respect to its transactions with others, and to take legal action whenever necessary to protect the interests of the company. Among other duties, the department represents the company before the Public Utilities Commission, such as in a rate case, and coordinates all work carried on in that respect and makes whatever presentation is necessary before the Commission.



Security and investigation is the work of Chief Special Agent Robert Warner (seated), and his associate, Special Agent John Garak. These men, working with law officers, investigate all crimes committed against the company such as robbery or theft. They also investigate any violations of the secrecy of communications.

Studying some damaged telephone property are Laird Walline and George Stone, claims adjusters, who are checking sections of telephone cable damaged by water. If any reimbursement in the form of a claim for damages is indicated, they investigate and process the claim. Claims Adjuster Paul Reams is not shown.



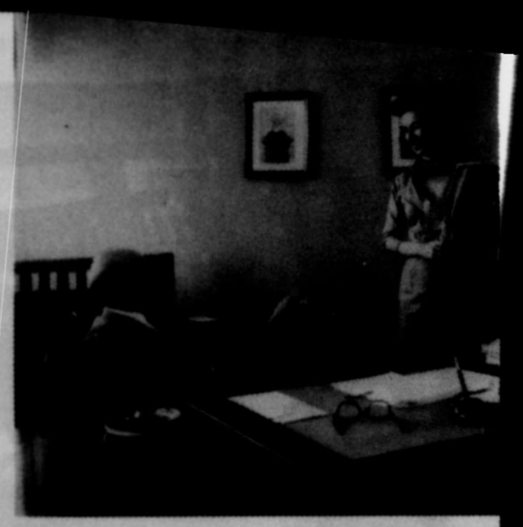


Right, Clarence "Tommy" Thomann, claim agent, is supervisor for the claims adjusters, and works closely with his group on the many complex problems which arise in connection with damaged property.

Department



Dolores "Dee" Asher's title is assistant to the secretary. Acting as a right hand woman for Secretary and Attorney Albert M. Hart, she serves as liaison between Legal and other departments. She works closely with the General Office File and Stenographic sections, which come under the jurisdiction of the Legal Department. She also prepares departmental budgets and works on special assignments.



Holder of two titles is Secretary and Attorney Al Hart. As Secretary, he attends all meetings of the Board of Directors and records the proceedings. As Attorney, he heads the active and vitally important Legal Department. He is shown above with Betygene Hutchins, who is his secretary.



Assistant Attorney William W. Coppinger, is shown above, discussing a legal point with Robert L. Colin, General Engineering. (left). Many of our top executives and personnel from various General Office departments consult the Legal Department daily on legal problems which arise in connection with the company.

When you're dealing with legal matters, you're sure to have tons of paper work. Things would bog down without the department's busy stenographic pool. In right foreground below is Betygene Hutchins, who supervises the group. To her left is Faye English, senior stenographer. In rear from left are Stenographers Ina McVicker and Norma Gear.



END



AN INNOVATION IN TELEPHONE SERVICE is offered residents of the new Capehart housing development adjacent to Vandenberg Air Force Base in Lompoc, Calif. Arthur V. Shea (left), shows Mrs. Rosario C. Evans, (center), and Antonio Andretta, airman second class at the base, the wide assortment of telephone instruments in all colors available to subscribers which were displayed on a specially converted telephone truck.

Business Office on Wheels

By George A. Bridges

A UNIQUE "MOBILE BUSINESS OFFICE" . . . the first in the entire General Telephone System, is offering the ultimate in service to our customers these days in the new Capehart Housing Development at Vandenberg Air Force Base in Lompoc, California. This is due to an ingenious plan developed by Fran Brabo, commercial staff representative, and Robert Moran, sales supervisor, who work in the General Commercial Department in Santa Monica. Together, they dreamed up the idea of bringing the business office, replete with truck and sales representative, to the home rather than inconveniencing the customers by having them travel 21 miles to Santa Maria or 10 miles to Lompoc to apply for service.

Realizing that 1,400 Air Force families stationed at Vandenberg Air Force Base would be moving into the Capehart Housing Project, scheduled for completion early next year, and that many of the Capehart residents would be new to California, it seemed conceivable to Brabo and Moran that they would buy more service through personal attention. With the full support of top management and the help and cooperation of George Blake, general station installation supervisor; William Owen, Northern Division manager; Robert Lamberton, Northern Division plant superintendent; Henry Pierson, Santa Maria manager; Sid Harrison, Northern Division supply superintendent; Ron Wilson, Santa Barbara utility shop foreman; and Elton Clark, Santa Barbara utility man, the program was put into action.

By outfitting an S40 PBX telephone truck with a complete display of telephone instruments (both handsets and wall models), speaker phone, transistor amplifier deaf set and electronic secretary, General was able to drive right to the tract site and conduct a "door-to-door" sales campaign, displaying their merchandise to prospective customers. The truck was not initially constructed for telephone displays, so special com-

partments had to be built. Through the initiative of two Santa Barbara employees, Ron Wilson and Elton Clark, a sliding display at the back of the truck was constructed on which colored telephones are mounted securely. When this display slides out, its outer edge rests on a flat bed. Bins on each side of the truck also display additional instruments, including the transistor amplifier deaf set, colored instruments, extension ringing relays and the electronic secretary. To gain attention, a large sign stating: "I'll Take Your Telephone Order," was mounted on top of the truck.

To conduct the "door-to-door" sales campaign, Arthur V. Shea from the Santa Monica exchange was chosen. Equipped with the forms necessary to close each sale, including receipts, Shea commenced his intensive sales drive. He was able to conduct a complete transaction right in the home so that no further effort on the part of the customer was necessary. By parking his truck at the end of every six houses, he found that while soliciting a sale from the sixth house, invariably housewives from some of the first five houses would come out and ask him to be sure and take their orders before he left. Shea found this not only the easiest way of promoting sales, but the quickest. During Shea's first week on this project he contacted seventy homeowners and made seventy sales, 56% of which included extensions. He found that having colored telephones accessible was particularly advantageous because many housewives wanted to see how these telephones would blend with their color schemes.

"There are many reasons behind this 'door-to-door' campaign," said Fran Brabo, when asked why the company went to all this effort. "Aside from building up good public relations by providing our potential customers with the most convenient method of applying for service, it seemed plausible to us that the sooner we installed telephones, even on a 'cold install' program, the sooner we would be receiving revenue. In setting up the new Surf central office to serve the Capehart housing area, which was cut into service on August 29 of this year, General invested tremendous amounts of money in telephone poles, cable, switching equipment and plant. The company would get this back eventually by people applying for service in the Lompoc or Santa Maria business offices, but by going to the people directly so that every residence was sold maximum telephone service, the company would immediately begin to obtain a maximum return on its investment when the new central office was cut into service," he continued.

"If the present success of the 'mobile business office' is any indication of future successes, we will have opened up new vistas in the sales field," Brabo stated in conclusion.

THE BRAINS BEHIND THE MOBILE BUSINESS OFFICE, Fran Brabo, (left), commercial staff representative, and Robert Moran, (right), sales supervisor, study a tract map of the Capehart Housing Area in Lompoc, California to determine how to best handle the "door-to-door" sales campaign.



Score Sheet

August proved to be a good month for many of our exchanges, but Covina did the best business with 857 telephones added for the month. Following with a close second was Whittier (848). Other top spots went to Santa Monica (691), Downey (582) and Long Beach (470). Grand total of telephones in service climbed to 950,779.

UPGRADE COMPLETIONS
Year to Date 47,608
Total for August 4,487

	TELEPHONES IN SERVICE			HELD APPLICATIONS FOR PRIMARY SERVICE		
	In Service 7-31-58	Added in August	Total In Service 8-31-58	Held 7-31-58	Added to Held August	Total Held 8-31-58
NORTHERN DIVISION						
Carpinteria	1 902	(3)	1.899	2	1	3
Guadalupe	586	7	593	8	0	8
Lompoc	2 668	257	2 825	26	(3)	23
Los Alamos	162	(1)	161	1	(1)	0
Oxnard	28 723	188	28.910	38	58	58
Santa Barbara	41 667	333	41.999	27	(9)	18
Santa Maria	9 775	153	9 928	17	4	21
Santa Paula	5.575	7	5 582	8	0	8
Santa Ynez	1.727	12	1.742	12	1	12
Thousand Oaks	1,248	30	1,278	13	5	18
Total	86 847	1 863	87,118	123	58	181
WESTERN DIVISION						
Lake Hughes	165	1	166	1	(1)	0
Lancaster	14,498	192	14,690	21	(12)	16
Malibu	3,322	34	3 364	5	(4)	1
Redondo	83 352	288	63 357	89	(21)	66
Santa Monica	112,612	691	113,183	55	17	52
West Los Angeles	67,105	237	67,233	21	(9)	12
Total	260 654	1.388	262 234	182	(33)	149
SOUTHERN DIVISION						
Huntington Beach	3 992	47	4 038	2	8	2
Laguna Beach	9.014	38	9.052	6	(6)	0
Long Beach	177,567	470	178,037	10	(7)	3
Westminster	7,413	158	7,571	16	5	21
Total	197 986	713	198,699	34	(10)	26
CENTRAL DIVISION						
Downey	96,924	582	97,506	34	12	46
Whittier	76,758	648	79,601	66	(43)	42
Total	173 677	1,630	177,107	122	(31)	91
EASTERN DIVISION						
Arrowhead	1,714	31	1,745	5	(3)	2
Covina	38,397	857	86 384	41	9	50
Crestline	949	(1)	966	2	(1)	1
Etiwanda	327	(2)	323	0	0	0
Ontario	27,534	172	27,718	29	15	44
Pomona	49 864	170	49,234	21	27	46
San Bernardino	49 416	211	49,627	69	(15)	54
Total	214 432	1,441	215,862	147	32	179
SAN JOAQUIN DIVISION						
Fowler	1,783	5	1 766	2	0	2
Lindsay	3,444	5	3,449	6	(2)	1
Reedley	3 637	(2)	3,635	1	0	3
Total	9 834	36	9 869	9	(2)	6
Toll Stations	197	7	204			
Total Land Sta.	944,217	6.866	930 286			
Mobile Stations	117	10	127			
Total Co.-Owned Stations	946 334	6 879	940 413			
Customer-Owned Stations	389	(3)	366			
GRAND TOTAL	944.783	6 876	950 779	634	0	622

( ) DENOTES LOSS

EDPM Has a Home

ONLY A FEW MONTHS AGO IT WAS THE STATIONERY STOREROOM. Practically overnight everything was moved and the huge room on the main floor of the General Office building was stripped. Then the remodeling began. This was to be the future home of EDPM, and there was a lot to do. Through the months the work progressed, and then all was in readiness for the arrival of the IBM electronic marvel October 21.



TRYING TO VISUALIZE how it would all look were Marie Turski and Judy Holcomb of General Accounting, who look through window in the observation room.



THIS IS THE EMPTY SHELL before the work began to make this the future home of the EDPM machines and personnel.

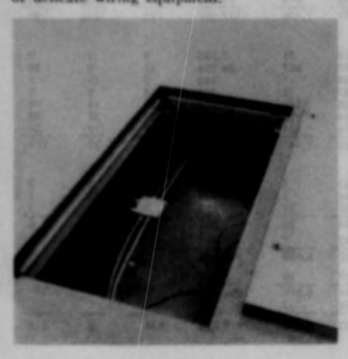


LATER, FROM OPPOSITE DIRECTION, observation room takes shape (far left), and lighting fixtures are added to the ceiling.



A PAINTER ADDS FINISHING touches to the room as it looked a few weeks ago. Air conditioning equipment was then installed.

RAISED FLOOR section with cable for machines is shown here. Under floor temperature will be kept cooler than above, for protection of delicate wiring equipment.



COMPLEX BUT COMPLETE temperature panel shows outside temperature and humidity, humidity and temperature above floor, as well as below the floor.



LINE OF OFFICES stands ready for occupancy. This area was later occupied by systems analysts, supervisors and clerical section—all ready for the big day.



news in brief

Davis Appointed to Plant Position for Corporation



C. C. Davis

Carl C. Davis, director of safety, has been appointed to the position of plant results administrator for the General Telephone Service Corporation in New York City, it was announced recently by Donald C. Power, president of the General System.

Davis will report to Paul N. Malmgren, plant director for the Corporation in New York City, on November 1. He will be succeeded by A. R. Valantine, Pomona district plant superintendent, as director of safety.

With 28 years of telephone experience, Davis brings a vast telephony knowledge with him when he assumes his new position. In 1925 he joined the staff of Northwestern Bell Telephone Company holding positions in Western Nebraska and South Dakota. He joined General in 1946 as an instrument repairman in Ontario. He subsequently held positions as lineman, installer, PBX man, installation supervisor, station equipment supervisor and general plant construction supervisor working in Covina, Redondo Beach, Laguna Beach, Long Beach and at the General Office in Santa Monica.

With the establishment of the Safety Department last year, Mr. Davis became director of safety, and has worked from the department's inception toward an effective and useful safety program for our company.

Prior to World War II, Davis was a first aid instructor at Laguna Beach high school and devoted all of his evenings during the first two years of the war to training civilian defense workers in first aid.

A native of Gordon, Nebraska, Davis received his college training in that city. In 1941 he married the former Ruth Edwards in Ventura. Davis has a stepdaughter, Dorothy Moore. Mr. Davis and his family currently reside in Los Angeles, and will make their home in the New York City vicinity.

Harvey to New York for New Communicotions Post



H. D. "Ben" Harvey

Announcement of the promotion and transfer of H. D. Harvey, employee communications coordinator, to the position of employee communications supervisor for General Telephone Service Corporation in New York City, was made recently by Donald C. Power, president of the General System.

Harvey will report to Marshall K. Taylor, director of personnel for the System in New York City on November 1. He will be succeeded by Doyle Dameron, editor of the *General News*, as employee communications coordinator.

Honored last year by the Pacific Coast Industrial Editors Association for the best human interest story published in a Pacific Coast industrial magazine (the spectacular Malibu fire), Harvey takes with him a wealth of experience in industrial magazine editing.

Prior to joining General's staff as editor of the *General News* in 1954, he worked for various newspapers in Southern California.

A native Californian, he attended Woodrow Wilson High School in Long Beach, later matriculating at USC and San Diego State College, where he received a B.A. degree with honors and distinction in journalism.

A veteran of World War II, Harvey enlisted in the Marine Corps in Los Angeles in 1943 and served over two years in the South Pacific seeing action in Okinawa and China. He received his honorable discharge in 1947.

Currently residing in Canoga Park, his wife and two children will join Mr. Harvey to make their home in New York after the first of the year.

New Policy for General News Mailing to Employee Homes

Helen C. Eacon, General Engineering clerk, has come up with what we consider an excellent money-saving suggestion for the *General News*.

Each printed copy of the magazine represents a substantial investment on the part of the company, and any duplication results in unnecessary waste. In many cases there are two or three employees in one family residing at the same address. At Helen's suggestion, we are revising our mailing list so that only one magazine will be mailed to each address.

In such cases as this, therefore, the new mailing list will prevail *unless* the *General News* office is notified before November 30, that two or more members of a family who are employees residing at the same address wish to continue receiving individual copies of the magazine. Such notification should be made to the *General News* office in the General Personnel Department by calling extension 360.

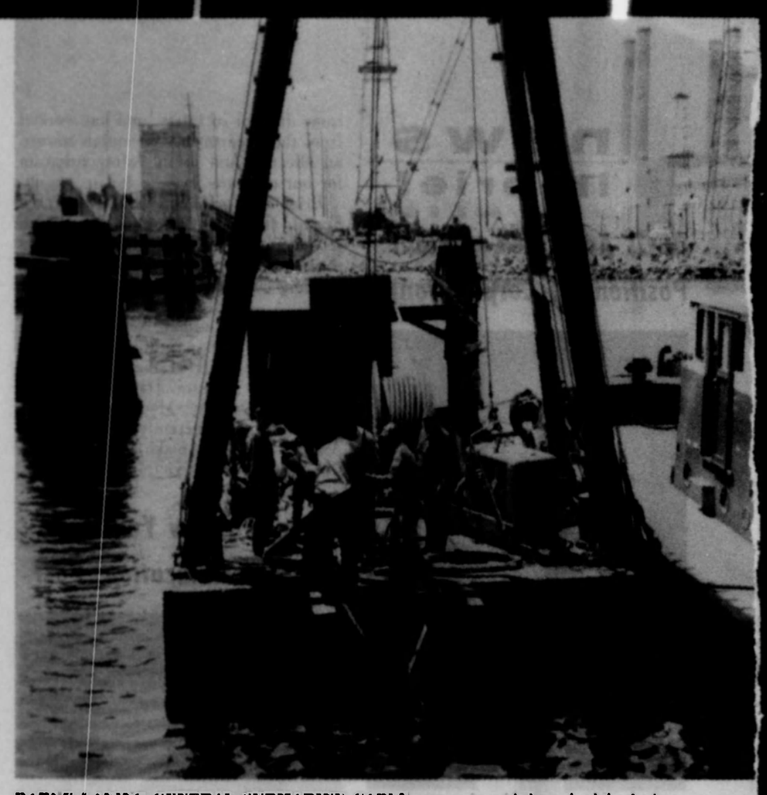
In Memoriam

MARYLIN OWEN BRADFORD, former assignment clerk in Santa Monica Plant and operator in Santa Monica Traffic, died August 30 in McHenry, Illinois. Burial services were held September 2, and interment was at the Woodlawn Cemetery in McHenry. The daughter of Mary E. Cooper, W.U.A. service representative supervisor, Mrs. Bradford is survived by her mother, her husband, Paul, and her son, Ronald.

He wasn't just another diver --this one was working with telephone cable under water for

Operation Submarine Cable

By Walter W. Cass



BARGE LAYING GENERAL SUBMARINE CABLE pauses in mid-channel while dredgermen add another section of pipe to water jet used to blast trench in bottom of Long Beach Harbor entrance channel.

One morning last month a barge bearing a huge reel of submarine cable weighing almost seven thousand pounds eased up to the east bank of the entrance channel to Long Beach Harbor at a point by the pontoon bridge at Seaside Boulevard. Now, after months of painstaking research and planning, the job of laying 680 feet of submarine telephone cable across the channel floor was under way.



TELEPHONE MAN? — Professional diver Art Broman of Long Beach surfaces momentarily for another gasp during laying of General's submarine cable.

The project, though not an expensive one compared to the cost of other major telephone installations—$18,000 including labor and materials—had posed unusual problems for General Telephone engineers. It had become readily apparent that special skills and services would be required to complete the key link in the project — the channel crossing. Finally contracted to do the job was Franks Dredging Company of Long Beach, who in turn required the services of Art Broman, a professional undersea diver.

On the actual day the cable was to be laid a two and a half hour traffic clearance from the harbor commission was allowed, and after the barge and motor launch were safely moored to the bank, the dredgermen quickly set about securing the cable in the manhole on the east bank. They walked off several feet of cable from the big reel on the barge and threaded the lead end carefully through the aperture that had been drilled in the concrete embankment above the waterline. Care was taken that the nub end was kept clean and dry. The cable was pulled through on the land side, four big men heaving and straining to inch the cable along the ten foot ditch and into the vault.

Diver Broman, already suited, watched the proceedings with professional interest. When at length the cable was secured in the vault, he donned his massive, globe-like helmet and stepped off the barge, sinking in the turbid waters in a swirl of bubbles. Down on the bottom he lashed the cable to a piling to hold it in position for the clamping operation he had to perform. Then he inspected the steel sheet piling and calculated the spacing for the clamps.

"Looks okay," his voice announced

from below over the loudspeaker that was connected via telephone to the microphone in his helmet. "Have the first clamp ready. I'm coming up."

He rose to the surface where his tender handed him the first of the several clamps that were to bind the cable to the steel sheet piling like giant staples. Down he went again, fastened the clamp in position, and surfaced to be handed another. After a series of trips to the bottom and back, the clamps were all in position. Then his tender lit the acetylene torch and handed him the welding gear.

During the preceding days the dredgers had made several passes across the channel with drags to clear a path on the bottom for the cable. Now the diver, having welded the last clamp to the sheet piling, checked the start of the route the cable was to follow and called instructions topside. Then he checked the pressure of the water jet, which would force the cable deep into the bottom mud. When everything was ready to go he surfaced and climbed back on board the barge, his part of the project over.

A few minutes later the engines of the motor launch roared and the barge crept across the channel playing the cable off the big reel, out across the prow and down under the hull of the barge into the muddy waters.

The crossing was completed in less than an hour, the cable laid, and the other end led into the vault under the manhole on the west bank and secured. There General Telephone crewmen took over and prepared to splice in the cable to complete the job.

C. R. Duncan, manager of General Telephone's Long Beach exchange area, pointed out that the new submarine cable was replacing a former one that was strained almost to the breaking point owing to subsidence in the harbor area. "The new cable also has three times the capacity of the old cable and will easily accommodate future expansion of facilities on Terminal Island," he noted.

Marine jacks to provide telephone communications with the mainland for aircraft carriers docked in Long Beach Harbor are one of the services provided by the submarine cable installation.

GOING DOWN—Deep sea diver prepares to explore channel floor before laying telephone cable.



General Laboratories Develop New, Improved Speakerphone

General Telephone Laboratories, Northlake, Illinois, has transistorized its loudspeaking telephone to completely eliminate the control box and the 110V power requirement of former loudspeaking telephone installations. Called the Type 88-T Speakerphone, it will be manufactured by Automatic Electric Company, also of Northlake, the major manufacturing subsidiary of General Telephone Corporation. The new transistorized Speakerphone was on display at the USITA Convention in Chicago recently.

The Speakerphone consists of a modified Type 80 telephone connected to a miniature loudspeaker cabinet by a three-conductor cord. Because there is no need for a control cabinet, and the unit is powered by current taken from the telephone line itself, installation is identical to that of a standard telephone. The cord from the Speakerphone can be terminated in a standard extension telephone plug, permitting the instrument's use as a portable telephone.

The telephone itself houses the usual Type 80 components, in addition to the transmission elements of the amplifier circuits. These elements, incorporating printed circuitry, consist of a small microphone, transistor amplifier and a balancing network. A push-and-turn button, for "on-off" operation, is located in the lower left of the housing. A volume control knob is at the upper right, and a neon pilot lamp at the left. The speaker cabinet contains a transistor amplifier and loudspeaker.

To originate a call on the new telephone, the user moves the push-and-turn button to the "on" position, then dials in the normal manner, without lifting the handset from its cradle. While the button is turned "on," the neon signal lamp flashes to indicate the loudspeaker and microphone are "live." Depressing the push-and-turn button enables the user to cut off the microphone when desired.

At the end of a call, the push-and-turn button is moved back to the "off" position. If the user should fail to do this, the signal lamp continues to flash, indicating a "receiver off hook" condition.

To answer an incoming call, the user simply switches the loudspeaking telephone "on," and he is able to converse with both hands free. Removing the handset and moving the push-and-turn button to "off" restores the telephone to normal operation.

In addition, a Type 88-AT kit is available for converting a multi-line key telephone into a Speakerphone. Conversion equipment, also transistorized and incorporating printed circuitry, consists of the same miniature speaker cabinet used with the 88-T, plus an adaptor unit which contains those amplifier elements located within the housing of the 88-T.

SAFETY CONTEST STANDINGS

(As of August 31, 1958)

(Close of 2nd Month of 2nd Contest Ninth Series)

Division	Adjusted Hours of Exposure	Lost Time Accidents	Net Accident Rate	Contest Standing
Central	1,346,930	0	0	1
San Joaquin	58 880	0	0	3
Southern	1,115,527	1	90	3
Eastern	2 007,469	2	1 00	4
Western	2,015,887	3	1 49	5
General Office	521,954	1	1 92	6
Northern	788 794	3	3.82	7
TOTAL COMPANY	7 852 421	10	1 27	

Total Number of Lost Time Accidents, Jan. 1 to Aug. 21, 1958—82.



LAST REMINDER to Silver Dialers! Imogene Hermann, General Accounting, is shown representing the "Roaring 20's," theme of the floor show at the annual dinner-dance for all active or retired employees with 25 years of General Telephone service, top event will be given by the company on November 16 at the Ambassador Hotel in Los Angeles. Wasn't your R.S.V.P. soon if you're fortunate enough to qualify for an invitation.

FIRST AID TRAINING PROGRAM for company employees was inaugurated recently to help prevent accidents. Shown below are members and instructors of the first class which completed basic, advanced and instructor training.





ROCK HUDSON believes United States Savings Bonds are one of his best investments, and reminds all of us to invest in the future through payroll deductions.

ELAINE SAUNDERS, general clerk in Northern Division personnel office in Santa Barbara, is shown in the costume she wore during the city's colorful annual Fiesta. She is with four young flower girls.





ATTENDING RECENT MEETING of participants of University of Michigan's executive training program was Donald C. Power, System president. Seen in picture is J. C. Coy, General Telephone Company of Iowa vice-pres., and G. A. Willis, special project engineer for our company.



OUR WHITTIER EMPLOYEES are giving an all-out boost to the merchandising program. This poster, drawn by Operator Carol Jones, is admired by her fellow operators, Dianne Torres and Joanne Keuerleber.



LOANED TO CHEST—Eugene D. Marsden (left), public relations representative, now on loan to the Community Chest through November, discusses the 1958 campaign pattern with Willard W. Kieth, chairman of the Chest's loaned executive program, and Steve Bronby, 1958 Chest Commerce chairman. Marsden will help organize and plan employee campaigns in Beverly Hills area firms.

OFF FOR VEGAS recently was Elea nor Thrower, Santa Monica service representative, who won an all expense two-day trip to the Nevada spa for leading Western division grand prize winner for monthly extension sales.





A LARGE TURNOUT of Central Division friends gathered for an evening dinner in Whittier recently to extend greetings to Allan G. Cooley, on the occasion of his transfer as division manager from the Central to the Eastern Division. From left: Mrs. Cooley, Allan at the microphone, Mrs. C. B. Baldwin and Mrs. R. L. Thorburn.



NELLE NELSON, executive secretary to Harlan W. Richmond, executive vice president, recently was "pinned" by her boss in honor of her 35 years of service with the company. Looking on were company executives and their secretaries. From left: Ruth James, executive secretary; Guy T. Ellis, former controller; Mrs. Nelson; Florence Wallace, executive secretary; Mr. Richmond; R. A. Chase, vice president and treasurer; Virginia Metzger, executive secretary; Edwin M. Blakeslee, chairman of the board; Betty-gene Hardham, executive secretary and A. M. Hart, secretary and attorney, offer their congratulations.



A MODERN "PEARL"—Orin W. Hamel, right, installation foreman for the Laguna Beach office of the General Telephone Company, presents Mrs. Paul Wiser, a native of Tahiti and expert pearl diver who recently moved to Laguna Beach, with the 9000th telephone in the Laguna area. Tom Mulvey, who installed the phone, is shown in the center.



IT WAS A GALA NIGHT recently when company friends attended an evening dinner in Santa Monica honoring F. C. Rahdert, former chief engineer, now operating vice president for General Telephone of Pennsylvania. From left: Rahdert, President L. E. Lattin, Operating Vice President Dean M. Barnes and Chief Engineer Hans Kraepelien.



The Story at a Glance

Continued

GRAND SWEEPSTAKES WINNER for float was General's Lancaster entry in recent Antelope Valley Fair. Built by our employees, the clever float showed telephone service to the moon. On float above are, rearrest Stenberg at the scratch board, Leland Potter as the lineman, and Carolyn Gibson as the moon girl. Standing by are Harry Clifford, Floyd Habecher, Lorraine Mann, Peggy Houston, Merlan [illegible] and Lillian Fearnley.





SCHOOL SAFETY was promoted recently by our company when the "Back to School Movement" got underway with the cooperation of our Safety Department. Bumper stickers are posted on all company automobiles reminding motorists to drive with special care, inspecting the stickers are Cleo Smelser, Harlan W. Holmwood, executive vice president, Pam and Penny Wells ("Safety Twins" for Santa Monica Chamber of Commerce), George Harrison and Malin A. Sherwood, Santa Monica installer.

LANCASTER PLANT SALES winner recently was Lineman Fred Griep, who was rewarded for his record monthly sale of extensions with a sparkling new automatic barbecue. Fred is shown kneeling in plaid shirt to right of his prize. His fellow workers and R. D. Collins, former Western Division manager, stand by.





"WHAT A CONTRAST!" says Gertrude Algeo, former Long Beach service representative who retired recently. She compares our new model 80 instrument with the "candlestick" model which was used when she came to General 30 years ago. She's now in Europe on a four-month vacation.



OVER 96 YEARS of telephone service were represented by the foursome at a recent retirement party given in honor of former Santa Monica Operator Louise Shepherd, who retired after about 30 years of service. From left: Edna Anderson, Louise, Ann Meyers and J. P. Berenbeim.

JOAN SUGGS, queen of the recent Pomona Fair, visited the colorful General exhibit there and described the scene to KNOW radio listeners as S. A. Jacobucci and Dell Moore stand by.





OTIS CAMPBELL, Western Division manager, recently was presented a 30-year service pin by President L. E. Lattin. Ceremony was performed at entrance to the General Office building, and was attended by top executives, department heads and division managers.



UMMM—SMORGASBORD! The girls in the General Office cafeteria recently offered a delectable array of food to employees in the form of a *Swedish Smorgasbord*. Overseeing the operation were Lillian Ahnert, cafeteria coordinator, and Bess Williams, supervising matron.



AT RECENT RETIREMENT DINNER given in his honor, Ralph D. Collins, former Western Division manager, chatted with some old friends. From left, Edwin M. Blakeslee, chairman of the board and chief executive; Collins; Charles F. Mason, honorary chairman of the board; and L. E. Lattin, president.

Pigskin Play

Photos by Bill Brown

IT HAPPENED IN WHITTIER'S PALM PARK on a recent Sunday—a closely fought clash for touchdown and tackle between the General Office and Central Division football teams. The final score was 6 to 0 in favor of the G. O. team, but all agreed it was a well-played and exciting game. The picnic which followed the game was enjoyed by the gridmen and their families.

This may appear to be a relaxed gab session, but actually it's the G. O. team taking a well-deserved rest at the half. John Holt headed the victorious group.



Out to get his man is Central Division's Mike O'Donnell, left, who tackles a G. O. man that didn't get away.

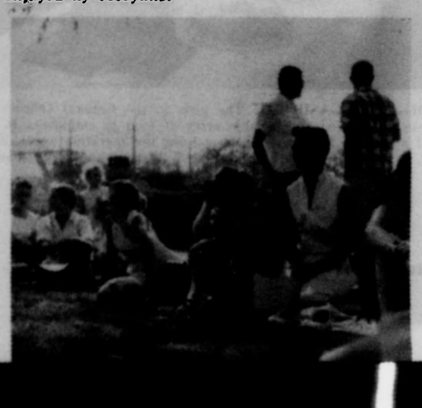


The teams prepare to resume play. Note Marlon Brando torn shirt style modeled by Don Roy (center), of Central Division.

Although they didn't score, the Central boys still managed a big smile for the cameraman. Bill Willes was captain of the team.



The wives form an interested group of sideline spectators, later set up food for the picnic, which was enjoyed by everyone.



The New Social Security

On August 28, 1958, President Eisenhower approved changes in the Social Security Law, which provide for an increase in old age, survivor and disability insurance benefits for all now receiving benefits and those to receive them in the future. Social Security is a protection to the worker and his family by providing an income in case earnings are curtailed by old age, disability or death.

When the changes go into effect on January 1, 1959, contributions (taxes on wages) of all covered employees will go up to 2½ per cent on the first $4800 of earnings or a maximum of $120 a year. The company's payment is also increased to 2½ per cent, since our company makes an equal contribution to your Social Security. The present rate is 2¼ per cent on the first $4200 or a maximum of $94.50 a year. This means you might pay a maximum increase of $25.50 for 1959 or a little more than $2.00 a month more than at present.

Further, the law provides for an increase in future years, as outlined below, until 1969, when the percentage will reach the top figure of 4½ per cent.

RATE OF TAX
(In percentages)

	Employees	Employers
1959	2½	2½
1960-62	3	3
1963-65	3½	3½
1966-68	4	4
1969 and thereafter	4½	4½

Individuals receiving benefits now will have their benefits increased by about 7 per cent over the present level. The *minimum* increase in the benefit of a worker who retired at or after age 65 will be $3.00. The average increase for workers now retired will be about $4.75 per month. Due to an increase in the wage base ($4800) on Social Security taxes it will be possible for persons making $4800 a year or more to receive a maximum monthly benefit of $127.00 instead of the present top of $108.50. The maximum monthly family benefit will be increased to $254.00 over the present top of $200.00.

If you are 65 years of age and an insured worker, you are entitled to benefits. It is not necessary that you retire completely to receive benefits since you can earn as much as $1200 a year without loss of any Social Security by you or your family. It will be possible for you to receive full benefits for any one month that your earnings do not go over $100, even though the $1200 limit is reached. When you reach the age of 72 there is no limit to the amount you can earn and still receive full benefits.

The new law makes no change in the age at which women can become eligible for Social Security. Women workers may elect to retire at the age of 62, but they receive only 80 per cent of the benefit they would be entitled to at 65. It is important to remember that a lower pension once accepted continues for life. It *does not* go up to a higher amount after age 65 is reached.

If, at the age of 50 or older, you should become completely disabled and unable to work, you may start drawing the full amount of benefits to which you would be entitled at age 65. The California State Bureau of Vocational Rehabilitation decides whether an applicant is disabled, on the basis of medical evidence from a doctor or hospital.

One of the requirements is that you must have been disabled for at least six months before disability insurance benefits can start. The new law eliminates the offset provisions that reduce or stop Social Security payments according to the amount of other compensation. Previously, Social Security disability benefits had to be offset against payments from other Federal sources or Workmen's Compensation. Now the Social Security disability benefits may be received in full.

Benefits are not paid automatically to the worker when he reaches 65. It is the individual's responsibility to file a claim and only then will any benefits be paid. Whether or not you intend to quit working when you reach 65, it is important for you to call your local Social Security office to check on benefit rights.

The Social Security Board in computing your benefits uses all formulas to insure that the retired person receives the highest amount possible in benefit payments.



"I don't understand it, but the other party's walking on his ghost too."

New Associate Editor for Eastern Division--Stires Succeeds Schey



Stires



Schey

M. M. Stires, Pomona personnel supervisor, has been appointed associate editor for the "General News" for the Eastern Division. He succeeds Lois Schey, PBX service advisor in Pomona, who has served as an associate editor on the magazine staff for the past several years.

Mrs. Schey is well-known to Eastern Division employees for her contributions to the "News," and it is with sincere regret that the magazine received her resignation.

Promotions to Management



June M. Hutchinson
Operator, Long Beach, to supervising operator.



Anna M. Howard
Operator, Long Beach, to supervising operator.



F. J. Van Valkenburgh
Administrative clerk, General Traffic, to traffic assistant



Gwendolyn J. Halfacre
Operator, Santa Monica, to supervising operator.



Gene R. Templin
Engineering fieldman, Whittier, to engineer (B)—apportions, General Engineering

Dayle Dameron's

editor's note:

Ever see a telephone next to a tree? Some 5,600,000 people who get The Saturday Evening Post of October 25 will see a full page color advertisement of a pink telephone next to a growing, firmly rooted tree. This symbolizes the fact that General Telephone is well-grounded in areas that are growing and have growing needs. The same ad will run in several other national publications. Such effective advertisements as this have prompted Editor and Publisher, a national trade publication of great renown, to award General Telephone their citation for effective newspaper advertising. They give what might be termed a rave review of our present national advertising program, and relate how Donald C. Power, president of the General System, works closely with our advertising agency in planning this successful program.

* * *

Telephony is receiving recognition more and more in our educational system. A series of adult education courses offered by the Redondo Union High School features a basic telephone course, according to John Booth of General Merchandising.

* * *

Because of a tremendous response from our employees to Mrs. William L. Clark concerning the tragic death of her husband recently, we are deviating from our policy of not printing announcements for this month only, and call your attention to the following:

"We wish to express our thanks and appreciation to General and its employees for their many kind deeds and expressions of sympathy received by us since the death of our husband and father, William L. Clark.

(signed)
Joy Clark and family"

* * *

How's your bridge game? Santa Monica's Bridge Club, sponsored by the ATOM Club, has some real sharpies who are playing their cards close to the chest in their battle to gain the club trophy. Leading in points at the moment are Les Garretson, Ed Gordon, Pete Bowman, Mr. and Mrs. Glenn McCrumb and Mrs. Warren Androus.

* * *

The Santa Monica Toastmaster's Club recently elected new officers and climaxed what has been a most successful first year with a gala installation dinner. New officers are: Jack Corrodi, president; Robert McGill, educational vice president; Robert Pearson, administrative vice president; Fred Van Valkenburgh, secretary; Norman Montgomery, treasurer; and James Case, sergeant-at-arms.

* * *

John A. Scott, marketing and development engineer in General Commercial, has been elected chairman of the Board of Governors of the American Statistical Association of Southern California. He has served as president of the Association, America's oldest professional society, for the past two years.

* * *

Several of our Lindsay employees were honored by the Air Force recently for their participation in the Ground Observer Corps. A special award went to William Jarboe, district engineer, and recognition was given to Grayce Rush, chief operator, and Wilma Wilson, service representative. These Lindsay employees are to be commended for their many hours of service in our country's vital aerial defense organization.

* * *

Gary Mattila, San Bernardino commercial representative, has taken an active part in that city's Junior Chamber of Commerce for several years, and is presently serving as secretary for the organization. Gary, or "High Pockets" as he is known, has the distinction of being the

group's tallest member—standing 6'7". He recently received a very favorable profile write-up in the Jaycee's monthly magasine.

* * *

Fred Fletcher, Redondo splicing foreman, could like to see a General Telephone Company Basketball League become a reality. Any basketball groups in exchanges who feel the same way should contact Fred by phone as soon as possible at FR 68014 or FR 21944.

* * *



Mystery Sign

If the above picture is puzzling to you, it is no less so to us. The picture was taken by an employee who mailed it along with a note that he had run across the sign in a remote part of the Mojave desert, near 29 Palms. The employee failed to sign his name, so we can't give any further information on what is something of a mystery. Perhaps we have a desert hiking club, or then again it may be that we have a conscientious employee who has decided to further the name of General—both in and out of our operating territory. Anyway, here is the picture—so that you can write your own solution.

* * *

George Janesick, San Joaquin division manager, sent us a clipping from the Lindsay Gazette recently which reads more like fiction than fact. Fantastic as it may seem, the following is a list of employee rules and regulations which was set forth in 1856 by the Carson, Pirie and Scott department store in Chicago.

REGULATIONS TO EMPLOYEES:

1. Store must be open from 6 a.m. to 9 p.m.
2. Store must be swept, counters and base shelves dusted, lamps trimmed, filled and chimneys cleaned, a pail of water, also a bucket of coal brought in before breakfast, and attend to customers who will call.
3. Store must not be open on the Sabbath Day unless necessary and then only for a few minutes.
4. The employee, who is in the habit of smoking Spanish cigars, being shaved at the barber shop, going to dances and other places of amusement, will surely give his employer reason to be suspicious of his honesty and integrity.
5. Each employee must not pay less than $5 per year to the church and must attend Sunday School regularly.
6. Men employees are given one evening a week for courting and two if they go to prayer meeting.
7. After 14 hours of work in the store, the leisure time should be spent mostly in reading.

Signed: The Management

* * *

Donald P. Belling, engineering assistant in General Engineering, has entered the private as well as the public utility field. He has been re-elected secretary-treasurer and member of the board of directors of the Monte Nido Community Association at Malibu. And what is that? Why a private water association, of course!

* * *



Trophy Winner

George Chippendale, dispatcher at our General Office garage, has reason to be proud of his prowess at the wheel—steering wheel that is. He has won a covey of cups in week-end drag races, and is aiming for the sweepstake cup if all goes well.

* * *

You might not ordinarily think of an engineering fieldman as being a singer of popular ballads on television, but that is the case of Santa Monica's Mario Lizarraga. "Marty" recently oiled his pipes and gave forth with song on a whole series of appearances on KRKD's "Search for a Star" program. "Marty's" style kept him in competition through the preliminaries right up to the finals, and although he didn't win that grand prize, he feels he gained some valuable experience. He doesn't plan to desert telephony for the stage, but if the boys in Santa Monica's engineering office start hearing some melodic crooning, they'll know where to look.



Marty

* * *

Don't look for meanings in words, but in the person who is using them.

Classified Ads

FOR SALE: '52 red Ford convertible, white sidewalls, heater, continental kit, wire wheels. $450. Call GR 24025 after 6.

FOR SALE: '57 Lloyd, small German economy station wagon. $716.41. Call GR 74426

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Division Manager
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30 years



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Spiker
Lancaster Plant
30 years



Helen A. Malley
Senior Stenographer
Long Beach Commercial
30 years



Irene Lockwood
Stenographer
Oxnard Plant
25 years



William A. Lockess
Station Installation and
Repair Supervisor
20 years



Archer B. Duncan
Wire Chief (C)
Huntington Beach Plant
20 years



Richard McGinn
Combination Man
Lancaster Plant
20 years



Alice M. Jones
Service Representative
Supervisor
20 years



Edwina Schatz
Commercial Office
Supervisor
West Los Angeles
Commercial
20 years

15-Year Emblem

Ada R. Browne, West Los Angeles, plant
Ruth B. Cunningham, General Office, actg
Clarence L. Kuethe, Santa Monica, plant
Mary J. Larson, West Los Angeles, traf
Faye H. O'Brien, Redondo Beach, plant
Ronald F. Williams, Ontario, c. o. maint.
Eva P. Wright, General Office, purch.

10-Year Emblem

Charles L. Baughman, Redondo Beach, plant
Joseph Bazzi, Santa Barbara, plant
George C. Bewley, Downey, plant
Merrill E. Bragg, General Office, eng.
Ruby W. Burkholder, General Office, eng.
William P. Bush, General Office, plant
Thomas J. Coburn, Long Beach, plant
Homer G. Diamond, Santa Monica, plant
Berton E. Dotter Jr., General Office, eng.
Robert J. Eyman, General Office, eng.
Irene C. Fitzgerald, General Office, rev. actg.
Henry A. Gaines, Santa Monica, plant
Elmer E. Gennari, Santa Monica, plant
Osa J. Grant, Jr., General Office, eng.
James W. Hallcus, Long Beach, eng
Robert E. Hall, San Bernardino, plant
Frank Hess, General Office, equip
Harold J. Johnsen, Santa Monica, plant
Orville L. Leaman, Whittier, plant
David M. Libby, Santa Monica, plant
Robert J. Miller, Lompoc, c. o. maint
Edward V. Munter, General Office, eng
George E. Pierson, General Office, plant
W. N. Pierson Jr., Santa Monica, eng.
John Rothwell, Jr., Santa Monica, plant
Thomas E. Sabol, Pomona, eng.
Leonard W. Savage, San Bernardino, eng.
Fredrick J. Seide, Long Beach, eng.
James A. Shearer, General Office, eng.
Gerald S. Stoddard, Lancaster, c. o. maint.
Maurine B. Talley, Oxnard, traf.
C. N. Tingstrom, Redondo Beach, eng.
Elwood L. Valencia, Covina, plant
E. G. Van Boenel, Downey, eng.
Byron O. Walker, San Bernardino, eng.
R. L. Wattenbarger, San Bernardino, c. o. maint
Howard L. Welch, Pomona, plant
Marion H. Wilson, Pomona, plant
Robert E. Wilson, Lindsay, eng.
Reaford F. Young, Santa Monica, eng.

California
GENERAL NEWS

Published at 2020 Santa Monica Boulevard, Santa Monica, Calif., for the employees of the General Telephone Company of Calif.

DOYLE DAMERON
Editor

Associate Editors: Paul Gattiker, Central Division; Chili Gray, Southern Division; Charles Eliason, Northern Division; Ted Hunter, Western Division, Mel Stires, Eastern Division and Juanita Kirkland, San Joaquin Division.

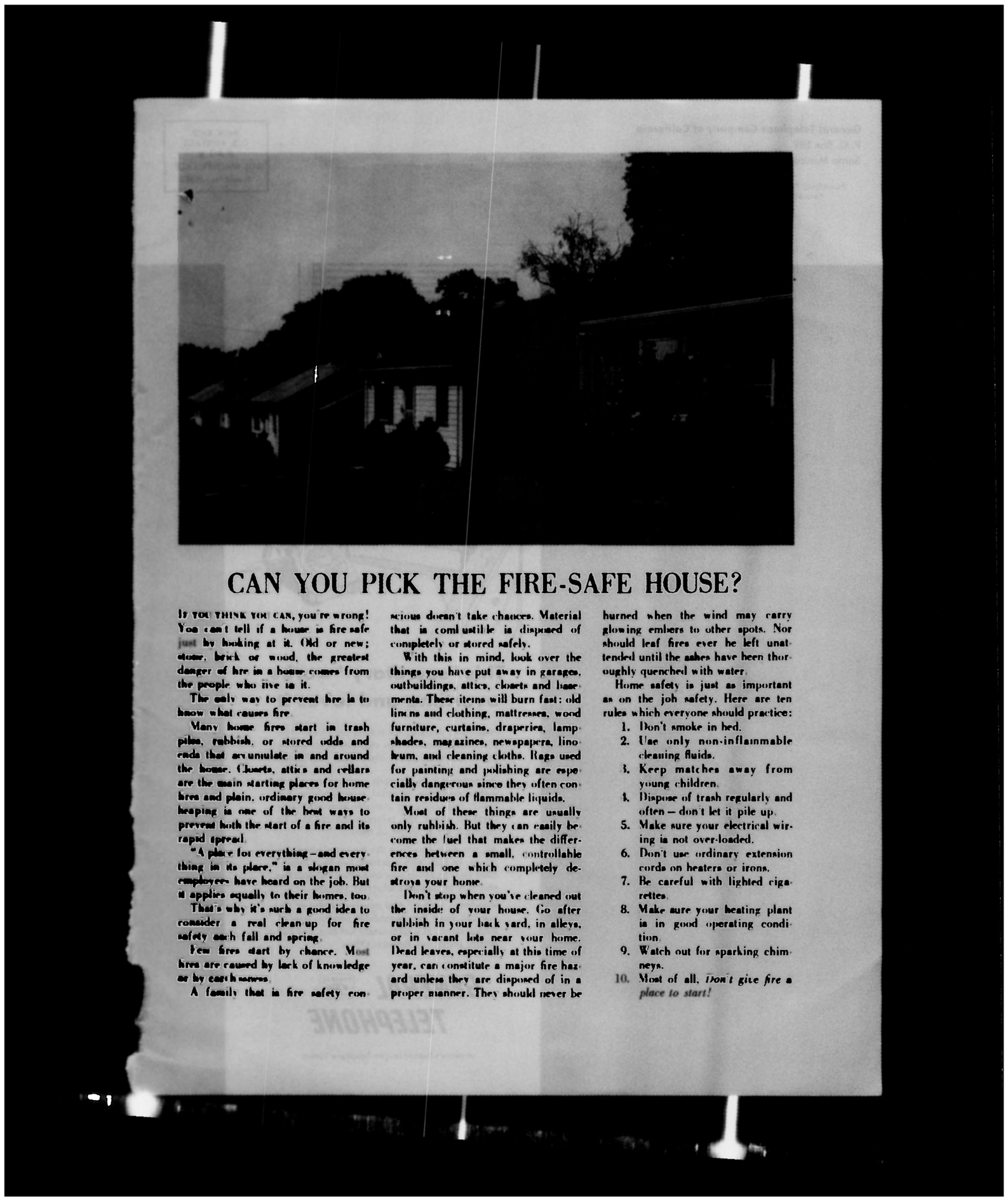
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Vol. XX No. 10

This magazine is proud to be affiliated with these editorial associations: American Association of Industrial Editors, International Council of Industrial Editors, and the Southern California Industrial Editor's Association.

5-Year Emblem

Patricia A. Aguirre, Santa Maria, traf.
James F. Bailey, Pomona, c. o. maint.
Lydia Barry, Bradley, traf
Esther H. Beehler, Santa Monica, plant
Doris A. Benton, General Office, rev. actg
Billie N. Bessert, Whittier, eng
Lawrence E. Brause, Covina, plant
Paul H. Broward, General Office, equip.
Wiley T. Brunson, Jr., Long Beach, c. o. maint.
Edward C. Buffington, Long Beach, plant
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Pauline M. Domingos, Santa Maria, traf.
Ronald W. Elvidge, Long Beach, eng
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Earl B. Evans, Santa Monica, plant
Joseph A. Fernandez, General Office, equip
Virginia M. Galler, General Office, rev. actg
Phyllis E. Gamble, General Office, merch.
Alpheus L. Gilbert, Covina, plant
Dolores A. Gillette, Long Beach, comt
Rose V. Gonzalez, West Los Angeles, traf
Jay W. Green, Santa Monica, plant
Thomas K. Greer, Long Beach, plant
Mae J. Gregory, Redondo Beach, traf.
Sally Gurevitz, Santa Monica, plant
Reginald L. Harris, Long Beach, eng.
Winifred I. Hill, Pomona, plant
Robert T. Holland, General Office, eng.
Jack V. Holt, Santa Monica, c. o. maint.
M. K. Hueston, Lancaster, traf
Travis L. Hutchison, General Office, equip.
Evale E. Irick, General Office, rev. actg
Pauline C. Isbell, Pomona, eng.
Helen A. Jameson, General Office, rev. actg.
Kenneth G. Kasal, General Office, equip.
Louis L. Kaufman, Laguna Beach, c. o. maint.
Nancy T. Lautenschlager, Long Beach, plant
John E. Lesley, Pomona, plant
Ernest P. Lewis, Pomona, plant



CAN YOU PICK THE FIRE-SAFE HOUSE?

IF YOU THINK YOU CAN, you're wrong! You can't tell if a house is fire safe just by looking at it. Old or new; stone, brick or wood, the greatest danger of fire in a house comes from the people who live in it.

The only way to prevent fire is to know what causes fire.

Many home fires start in trash piles, rubbish, or stored odds and ends that accumulate in and around the house. Closets, attics and cellars are the main starting places for home fires and plain, ordinary good housekeeping is one of the best ways to prevent both the start of a fire and its rapid spread.

"A place for everything—and everything in its place," is a slogan most employees have heard on the job. But it applies equally to their homes, too.

That's why it's such a good idea to consider a real clean-up for fire safety each fall and spring.

Few fires start by chance. Most fires are caused by lack of knowledge or by carelessness.

A family that is fire safety conscious doesn't take chances. Material that is combustible is disposed of completely or stored safely.

With this in mind, look over the things you have put away in garages, outbuildings, attics, closets and basements. These items will burn fast: old linens and clothing, mattresses, wood furniture, curtains, draperies, lampshades, magazines, newspapers, linoleum, and cleaning cloths. Rags used for painting and polishing are especially dangerous since they often contain residues of flammable liquids.

Most of these things are usually only rubbish. But they can easily become the fuel that makes the differences between a small, controllable fire and one which completely destroys your home.

Don't stop when you've cleaned out the inside of your house. Go after rubbish in your back yard, in alleys, or in vacant lots near your home. Dead leaves, especially at this time of year, can constitute a major fire hazard unless they are disposed of in a proper manner. They should never be burned when the wind may carry glowing embers to other spots. Nor should leaf fires ever be left unattended until the ashes have been thoroughly quenched with water.

Home safety is just as important as on the job safety. Here are ten rules which everyone should practice:

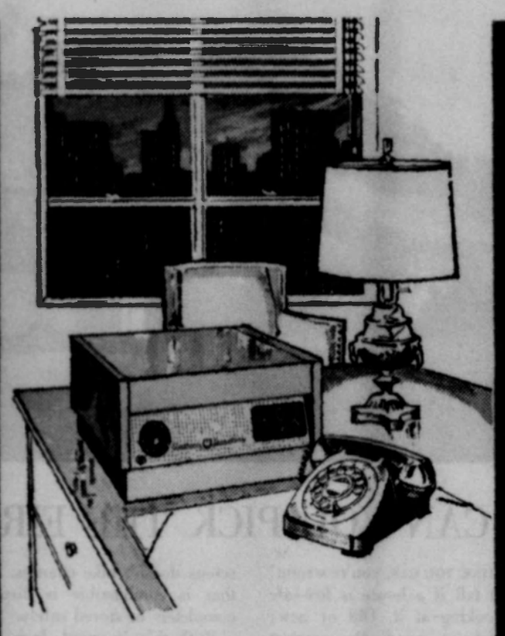
1. Don't smoke in bed.
2. Use only non-inflammable cleaning fluids.
3. Keep matches away from young children.
4. Dispose of trash regularly and often—don't let it pile up.
5. Make sure your electrical wiring is not over-loaded.
6. Don't use ordinary extension cords on heaters or irons.
7. Be careful with lighted cigarettes.
8. Make sure your heating plant is in good operating condition.
9. Watch out for sparking chimneys.
10. Most of all, *Don't give fire a place to start!*

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GENERAL TELEPHONE

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June 13, 1959

ADMINISTRATIVE FILE
Affiliate, Request to Holland, Neil
AFL-CIO - Broadcast Employees Technicians

Mr George Smith
Int'l. President
[redacted] (AFL-CIO-CLC)
80 W Jackson
Chicago, Illinois

Dear George:

At its May 25 meeting, the Local 11 Executive Board set up a committee to investigate all manner of means of gaining support and strength for the International Union, and to make a report to you. I was elected to the Board on June 1, but am not a member of that committee. Nonetheless, I have been active in that field.

As you will note from the enclosed material, I have written to Gerald J. Gibbons, an old friend from Retail Clerks' days, and asked whether Hoffa would be interested in setting up a "Communications Division" as a unit of the Teamsters. A copy of his reply has been included in the enclosed material.

At the June 18th meeting of the Local 8 Board I intend to put a Resolution on the floor asking that the official position of the Local be to ask you to deal directly with the Teamsters. This letter is to put you on notice of what has been happening here, and to give you an advance opportunity to contact Gibbons or Hoffa.

I call your particular attention to the section of my report to the Local 8 Board in which I explain the past relations between Hoffa and myself, which led to my testimony in Washington. This is a true and complete report of the incidents testified about. This will also give you personal information to meet whatever objections Hoffa may have toward us, as it may relate to our own Union.

I can tell you (as you probably already know) that NBC has been having a embarrassment ever since word was deliberately leaked that we were talking to the Teamsters, and that there is a likelihood of their easing up a bit, in a belated effort to sway the men on their side. I am convinced, however, that strong sentiment for Hoffa is running here.

Surely something like this must have come up at the IBU meeting, and it might be helpful if you would pass the information along to same time. Pending action of the Local 8 Board, Atlas is indicating no position or opinion, either way, and this is quite correct for him.

If it later develops that I can do anything personally to assist you in this matter, it goes without saying that you can call on me.

I shall take no further steps, except to build local sentiment toward a strong and fairly-based alliance with the Teamsters. Future direct action will rest in your hands.

With kindest personal regards, I am

Fraternally yours,

NEIL HOLLAND

June 13, 1959

Mr Harold J Gibbons
Int'l Brotherhood of Teamsters
25 Louisiana Avenue NW
Washington 1, D. C.

Dear Sir and Brother:

Your letter of June 9th has been received and transmitted to Howard T. Atlas, President of Local 311, NABET. A copy was forwarded to George Smith, International President of NABET.

The Executive Board of Local 311 will act on June 18 on a Resolution calling upon Smith to meet with you or such other officers of the Teamsters as may be proper, in further exploration of the matter we have discussed informally.

Unless further assigned in the matter by NABET, my part in the situation is now finished. I can advise you, however, that strong sentiment for the Teamsters is running through the local membership, and it is our information that similar sentiment is developing elsewhere.

I am enclosing my report to the Local Executive Board, and call particular attention to my explanation of the testimony I gave before the Senate Committee, and my own understanding of what happened and why. I trust this will suffice, for the moment, to alleviate any pain which has been occasioned by that action.

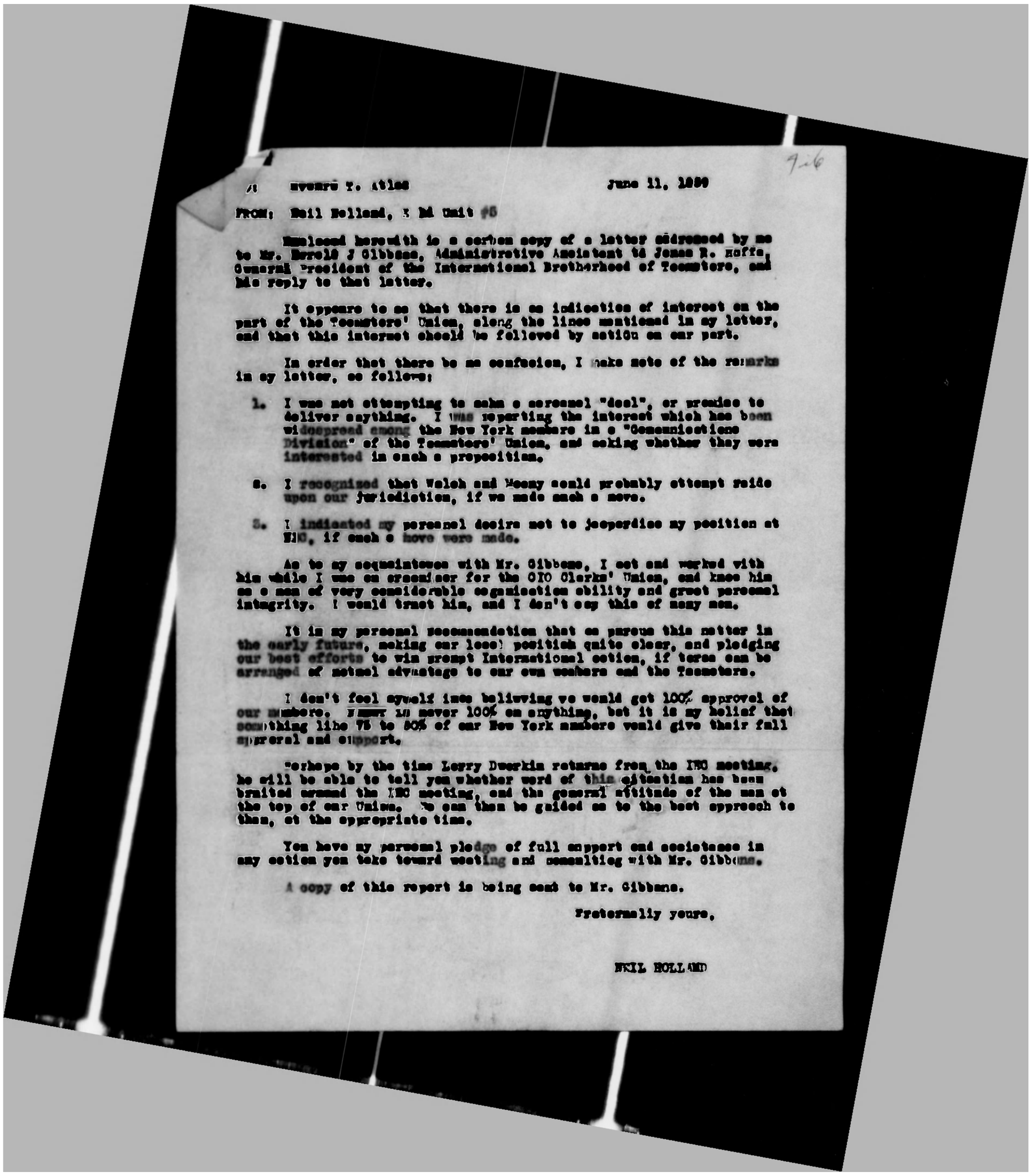
Should there be any further effort on my part which would assist either party in any subsequent negotiations, I stand ready and willing to do whatever I can.

With kindest personal regards, I am

Fraternally yours,

NEIL HOLLAND

Copy: HTA



9-6

Avenue T. Atlas June 11, 1959

FROM: Neil Holland, X Bd Unit #5

Enclosed herewith is a carbon copy of a letter addressed by me to Mr. Harold J Gibbons, Administrative Assistant to James R. Hoffa, General President of the International Brotherhood of Teamsters, and his reply to that letter.

It appears to me that there is an indication of interest on the part of the Teamsters' Union, along the lines mentioned in my letter, and that this interest should be followed by action on our part.

In order that there be no confusion, I make note of the remarks in my letter, as follows:

1. I was not attempting to make a personal "deal", or promise to deliver anything. I was reporting the interest which has been widespread among the New York members in a "Communications Division" of the Teamsters' Union, and asking whether they were interested in such a proposition.

2. I recognized that Welch and Meany would probably attempt raids upon our jurisdiction, if we made such a move.

3. I indicated my personal desire not to jeopardize my position at WMC, if such a move were made.

As to my acquaintance with Mr. Gibbons, I sat and worked with him while I was an organizer for the CIO Clerks' Union, and know him as a man of very considerable organization ability and great personal integrity. I would trust him, and I don't say this of many men.

It is my personal recommendation that we pursue this matter in the early future, making our local position quite clear, and pledging our best efforts to win prompt International action, if terms can be arranged of mutual advantage to our own members and the Teamsters.

I don't feel myself once believing we would get 100% approval of our members. ~~I never do~~ never 100% on anything, but it is my belief that something like 75 to 80% of our New York members would give their full approval and support.

Perhaps by the time Larry Dworkin returns from the IEC meeting, he will be able to tell you whether word of this situation has been bruited around the IEC meeting, and the general attitude of the men at the top of our Union. We can then be guided as to the best approach to them, at the appropriate time.

You have my personal pledge of full support and assistance in any action you take toward meeting and consulting with Mr. Gibbons.

A copy of this report is being sent to Mr. Gibbons.

Fraternally yours,

NEIL HOLLAND

ADMINISTRATIVE FILE
Charter
X Holland, Neil
X AFL-CIO-Broadcast Employees & Technicians

June 9, 1959

Mr. Nail Holland
40-40 79th Streat
Elmhurst 73, New York

Dear Mr. Holland:

I heve your latter of June 3rd, and while not in a position to give you positive answer to the possible affiliation of your gronp with our Internetional: nevertheless, I would he heppy to pursue it further with you.

Naedless to sey, unless this could be accomplished on a very close to a 100% basis, it would be rather foolherdy to ettempt it. I assume whan you discuss affiliation, you ere thinking in terms of your antire nationel union, and not just your New York group. If the abova is sufficient to continue diecussing this metter, pleasa let me know.

With best personel ragards, I em

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
Ganeral President

HJG/yk

Neil Holland
40-40 79th Street
Elmhurst 73, NY

(12)

June 3. 1959

Mr. Harold Gibbons
International Headquarters
International Teamsters Union
Washington, D. C.

Dear Harold:

In view of my testimony before the Senate Committee, you and Jimmy may feel that I have a hell of a nerve to write to you, but I think the purpose is important enough to justify the action. I make no apology for the testimony, for it has no bearing on what I write of, at this time. Other matters are far more important, in my view.

You are surely aware that I am a member of the National Association of Broadcast Employees and Technicians (NABET) AFL-CIO-CLC, and that our Union just took a beating at the hands of NBC. I have just been elected a member of the Local Executive Board, but am not writing in that capacity

Here it is, in brief. The IATSE has always felt that we have no rights as a Union of broadcast employees. They feel we ought to join their Union, but the general feeling among the New York members is that Dick Walsh is far more interested in our jobs, than in the men who now belong to our Union. They also feel that affiliation with AFL-CIO has not brought the support and brotherhood which it was meant to bring.

Partly in jest, but also partly in sincerity, I mentioned that we might interest Jimmy Hoffa in forming a Communications Division of the Teamsters Union. The idea has taken tremendous hold on the members of NABET in New York, and it has since occurred to me that the Teamsters might really be interested in such an undertaking. I was asked by a number of the men here to contact you and see what you thought of the idea. I do not pretend to be able to swing any "deal". I have been a rank and file member, except for brief seesions as member of the Local Grievance Committee, and most of the time since 1951 have been a Shop Steward for one or another of the crews at NBC. However, these men are looking for a home, and for strong leadership, and the Senate Committee has shown Jimmy to be one of the strongest leaders in American Labor.

I do not fool myself into thinking that would be the end of our troubles, but word came to me today that the Company was having a fit (to use a polite term) at the very thought of the Teamsters coming into their sacred precincts. We would be subject to "raids" by Meany and several of the AFL-CIO Unions, if we moved in with you, but I know of no stronger hand we could grasp than the Teamsters.

If you are interested, and the men are sincere about wanting to go "Teamster", I shall be happy to work with both groups toward making the transition a real success. I shall ask nothing for myself, except that my job at NBC shall not be sacrificed to anyone's anger over past incidents.

Compered to the present strength of the ITU, our group would be a drop in the bucket, but it has interesting potentials.

I have written directly to you, because of our old nassociation in the Retail Clerks' Union, and becauae I felt that you grew to know me well enough in that fight to know that I have some integrity about trade unionism. Not too smart, politically, maybe, but certainly I can make claim to basic honesty in trade union matters.

Your early reply would be much appreciated.

With kindest personal regards, I am,

Fraternally yours,

NEIL HOLLAND.

PS: I will be home most evenings, next week, after 6:00 PM. My phone is TWining 8-8125

NH

REPORT TO AFFILIATION COMMITTEE
by Neil Holland, E. Bd. Unit #5, NEC

Acting at the discussion of members of the Committee, I wrote to Harold J. Gibbons, Administrative Assistant to President James R Hoffa of the International Brotherhood of Teamsters, to enquire whether that Union would be interested in establishing a "Communications Division". The idea behind this approach was that our members have been seeking for a new approach to the problem of negotiating with Management, and for an affiliation which would give us the strength we need to protect our conditions and our jobs.

Mr. Gibbons is an old friend of mine, from the days when we both worked for the CIO Retail Clerks' Union. He was International Vice-President, and Regional Director in and around St. Louis. Most of his members were employed in warehouses, and when the CIO splintered the Retail Clerks' Union, Gibbons went into the Teamsters Union to protect and improve the lot of his members. Gradually, he has progressed up the ladder of Teamster leadership, until today he is chief assistant to President Hoffa.

Some of you will recall that I testified before the McClellan Committee of the Senate, with respect to certain acts of Mr. Hoffa. I now desire to explain that situation, both to my fellow NABET members and to Mr. Hoffa. I will do so as briefly as possible and still give a reasonably complete picture. I believe this is necessary, in order that another side of Mr. Hoffa be made known to our members.

In 1945, I was President of Local 561 of the AFL Retail Clerks Union, and Business Manager of a small local union of jukebox people. The owners of the machines were members of "The Michigan Phonograph Owners Association" (MPOA), and as such signed a master agreement with the local union which I headed. Owners of less than 20 machines were self-employed, and as such were also members of the Union. These men paid a fee of 25¢ per month on each machine operated to MOPA, and the Union men paid a nominal dues to the Union.

MOPA issued a stamp for each machine, which gave the impression it was a Union Label, but actually the Union had no control over these stamps. MOPA also had 3 men on their payroll, as organizers, but these men were frequently instructed by the head of MOPA to conduct picket lines and generally act as "Union organizers". I protested this action and insisted that as of October 1, 1943, all stamps used in machines be legitimate Union labels. The fee was to be 25¢ per machine, as in the past, but the Union would control them and all picket lines. I also learned that the "Conciliator" of MOPA was advising his wife, whenever a location was found in violation, and when pickets appeared, his wife would install one of her machines.

My attitude constituted a threat to the Conciliator, and to his wife's tricky business methods, so he engaged in a campaign to destroy me. He attempted to rig a "frame" with the County Prosecutor, in Detroit, and was thrown out of the man's office. He then arranged his plan in Pontiac, in a neighboring county, and advised me that an owner in Pontiac who had withheld dues deductions was ready to pay up. When I collected the dues, I was placed under arrest by the Prosecutor and a detective for "extortion". I was held "incommunicado" in jail for five days. Not even my wife or lawyer could get to see me, but Jimmy Hoffa was allowed to visit me twice, in these five days.

m o r e

Hoffa told me that the prosecutor was "a hungry bastard", and that he was going to send me to jail for ten years unless I paid him $5,000 cash. I told Hoffa I didn't have that kind of money and neither did the Union. He told me I didn't realize what I had my hands on, if we didn't have a big bankroll. He repeated this on his second visit.

On sober reflection, I can realize what happened. There have been many secessions in Michigan when what Organized Labor feels to be quite legitimate and necessary acts have landed an organizer or other official in jail, and it has been necessary to "pay off" public officials to get them out. Having a busy and effective Union, I feel certain Hoffa had frequently dealt with this Prosecutor, and approached him as to what it would cost to get us out of the can. The price was $5,000, and I am quite certain none of that money was to go to Hoffa. I am equally as certain that Hoffa's primary purpose was to get us out of a jam -- BUT, I also suspect that he thought I would have been morally obligated to put my jukebox local into the Teamsters Union. That was the way we all had to protect ourselves and our members, in those days in Michigan, and the action of the MCPA chief was also typical of the times.

Fortunately, a majority of the jukebox owners were on my side in the agitation, and they eventually forced a dropping of the charges, which were false, to begin with. You can see that being an organizer in that period was not likely ever to become dull.

So, that is the story behind my visit to Washington, in April. It was twisted by the press, and I am sure McClellan will twist it to suit his purposes, as well. The Labor situation is no more decent or moral today than it ever was. We have learned that, at NBC.

Now, to get to the problem of the moment. I don't know whether or not Hoffa will accept my explanation and get over being sore at me, but I don't think it's pertinent to our present problem.

I can say this, however, and I said it in my letter to Gibbons: After the beating we took at the hands of NBC, and after the failure of AFL-CIO to help or advise us in our time of worst trouble, members of this Union have been looking for a stronger arm to lean on. That is evidenced by the fact that our Local Executive Board has set up an affiliation committee. Even our locals officers recognize our need.

The situation we face is very real, and very dangerous. IATSE has long waged a war that is all but open against us. There is good reason to believe that NBC top management is playing footsy with them, and hopes eventually to deliver us to IATSE, lock, stock and barrel. IATSE, in my opinion, is more interested in the NBC jobs we have than in the membership we have. I believe deeply that many of us would be out on our asses, in a matter of months, or at best in two years, and "favored sons" of IATSE would be where we are today.

None of the other AFL-CIO Unions in our industry can help us, NOR WILL THEY, for fear of IATSE and the legal complications of any such situation. George Meany, in the one time he intervened in our internal affairs, ruled against us. We kept strict silence, during our recent troubles. So have no strong friends at court, in AFL-CIO. I believe we face the danger of raids, which will grow worse as long as we remain there. That is the nature and the politics of the so-called "home of Labor". We cannot fight it successfully, from inside.

m o r e

Now, I recognize that many of our people have not learned from our recent experiences that we cannot be "gentlemen" and win a fight with NBC. However, I believe that most of our members, here in New York, and in many other sections of the country, are prepared to take the one step that can give us bargaining power on a level with NBC and the other employers we have to deal with. They recognize nothing but naked power. They mock our efforts to deal with our problems in any spirit of fairness. They openly bragged to our picket lines how they would make us come crawling back. I want that lopsidedness corrected, and I believe a majority of our members agree with me, in this.

The one labor leader in this Nation who has been singled out for a running attack in the Halls of Congress is Jimmy Hoffa. Teamsters' Union leaders. The one man with guts and ability to fight them on their own terms is Jimmy Hoffa. The one man NBC fears is Jimmy Hoffa.

I am no moralist, insofar as obeying anti-labor laws goes. My record in Detroit was one of flagrant disobedience of "notices" and other legal requirements which gave the employers of my members a good chance to delay long enough to win. My moral obligation has always been to win as many labor fights as I could, and to take any licking as a temporary defeat. I think my record at NBC bears that out. Any other member would have quit fighting, long ago. My one ambition is to see the day when NBC and ABC have to deal above-board and on terms of equality in strength with our Union.

Let me make one clear distinction, however. I believe absolutely that a Union has to live up to its agreements with employers. Any time we have the upper hand, we expect them to do it with us. If we lose one round of the fight, we have to lick our wounds and grow strong, so we can win, next time. Right now, we're licking some very deep wounds, and we need more strength quickly, or the wounds will get deeper.

I think that we in New York can provide leadership for the rest of our Union, and that if we show real leadership they will follow us in any reasonable course. My best information is that other sections of the country are already thinking as we are, but are waiting to see how the ball bounces. I believe we can direct how it will bounce, BUT NOT IN ANY DOMINEERING WAY; rather, through effective leadership.

I have knocked on a door of a friendly Union, and they indicate the door can be opened to us. I will gladly and promptly assist in the move to open that door farther, and secure for us a new and better home in the Labor Movement. The real decision is up to us and our members.

I would like to say, at this time, that I don't take lightly the responsibilities which have fallen upon me as a result of my election to the Local Executive Board. Our people want leadership and sound advice, which I hope they will get from their local officers. If they do not, I am certain that those who will not lead will not hold office for very long. That is not a threat; it is an impression I got of the temper of our members, at this time. I think they mean it.

I think we can negotiate a square deal with Jimmy Hoffa, and that our members will be immeasurably better off for having taken his offer of a helping hand. Emrold Gibbons makes one thing clear, however. We will have to be pretty nearly 100% in favor of the move, or it won't be worthwhile for them to make the effort to make a bona for us. That is just plain good sense, as I'm sure you'll appreciate.

a s r s

So, here we stand at a crossroads of our history as a Union. Joining the Teamsters as a unit won't automatically solve our problems, but it certainly ought to make the job easier.

Let's not make any mistake, however. We aren't going to be able to sit back and take it easy, and expect the Teamsters to do the job. We've got to grow up and mature, as trade-unionists, and realize that men get out of their Union only what they put into it. The Teamsters was built on blood and guts of the first order. They've fought long and desperate battles, ever since they were formed as a Union. Their present strength continues because their members realize they need men of extraordinary guts and determination, and the average member won't fold up because of the public attacks against their Union and leaders.

You aren't going to get along in the Teamsters' Union with any nonsense about being "professionals", or white-collar workers. You're working for wages, and fighting with a dirty and tricky employer, as selfish about giving you any conditions as any truck owner ever was.

You'll have to be ready, at any given time, to make the sort of fight you did when we were out at NBC, BUT YOU'LL HAVE ALLIES AND VERY EFFECTIVE FRIENDS at your side, working and fighting in your behalf.

I think they'll make the difference, in our fight for a strong and effective Union and a decent contract which PROTECTS us.

I think this is the type of Unionism you want, and I want to help you realize your hopes and needs. I pledge you my very best efforts toward that end.

Let me make this last statement, and I'll shut up. I was never so proud to be part of a group, as I was during our NBC fight. I just hope we learned our lessons well enough that we can fight through to a logical conclusion and result. WE CAN do it.

Fraternally yours,

NEIL ROLLAND.

6-10-59

Dear Harold:

I'm going to do this in longhand, in order to get the job done in a minimum of time.

Since I last wrote to you, I have discovered that the Local Executive Board has established a committee for the purpose of exploring possible affiliations, mergers, or other relationships which would be of benefit to the membership. They would prepare a report and submit it to the International Union for further action.

There's a sort of timetable to this, too. In September, we will have our International Convention, and it is almost a certainty that George Smith will not be re-elected. It is just as likely he won't even run.

In addition, our International Executive Council has authority to execute mergers and affiliations. The fact is that this provision was put in because of an outfit in Canada which was dickering to come in, and we didn't want to hold it up by technicalities. But, as I read it, they could put us into another Union, on something like the plan I suggested, without the necessity for a membership referendum.

However, as I read the sentiment among our New York members, the Teamsters would get about 75% to 80% of the vote, if we got a "Communications Division", as I suggested earlier.

In view of the court action reported today, I wonder whether Jimmy wants to assume any new problems, but that is a decision you fellows will make.

2

The fact of the matter is, our guys are damned good and scared from their recent experience. No organization in the industry is going to be able to win a strike, without powerful outside help. I doubt if even a decent new contract can be won, due to the many technological devices, without the ability to shut off the employees, and who but the Teamsters can do anything like that?

Aside from the undeniable problems inherent in the industry, the possibilities presented in the situation seem rather fascinating, to me. There are a lot of loose ends hanging around which could be picked up by an enterprising outfit, as I see it.

If these men were given some identification as an entity, I'm sure they'd be enthusiastic about the prospects of getting things done. There aren't very many "seasoned" Union men, here, but there's nothing like a good kick in the teeth to give a group the sort of seasoning they need. They'd be all right, in the long run, if they gained some confidence in the possibility of muting Management on anything like even terms.

If you, or some other responsible representative want to meet the local committee, I can arrange it, and be perfectly legal in such an undertaking. I'll wait for your reply, and act on it as quickly as I can.

Fraternally yours,

Nick Salvatore

Neil Holland
40-40 79th Street
Apt. C-312
Elmhurst 73, New York

ADMINISTRATIVE FILE

Affiliate, Request to
X Independent Union-
Tool & Die Craftsmen
X Weir, Phil H.

June 9, 1959

Mr. Joseph Diviny, Vice President
International Brotherhood of Teamsters
25 Taylor Street
San Francisco, California

Dear Sir and Brother:

Attached communication from Phil H. Weir is self-explanatory, and is being forwarded to you for your information.

Fraternally yours,

James R. Hoffa
General President

JRH/yk
Enc.

June 9, 1959

Mr. Phil H Weir
P. O. Box 116
Hayward, California

Dear Mr. Weir:

Thank you for your letter of June 6th in regards to possible affiliation of your organization with the Teamsters Union.

I have forwarded this communication to our Vice President in your area, Joseph Diviny, 25 Taylor Street, San Francisco, California, who will in all events be in touch with you.

Very truly yours,

James R. Hoffa
General President

JRH/yh
cc: Joseph Diviny

TOOL AND DIE CRAFTSMEN
AFFILIATED WITH NATIONAL INDEPENDENT UNION COUNCIL
3124 EAST 14TH STREET
FRUITVALE PROFESSIONAL BUILDING
OAKLAND, CALIFORNIA
PHONE KELLOG 4-6518

June 6, 1959

James R.Hoffa,General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N. W.
Washington 1, D.C.

Dear Brother Hoffa:

Several business agents of your locals here in the San Francisco Bay Area have suggested that a letter be written to you personally, and because of their suggestions, I have been authorized by the Executive Board of the Tool and Die Craftsmen to contact you with reference to the tremenious possibilities of an organization strictly for Tool and Diemakers within your organization. I am at the present time a member of the Executive Board, have served two terms as Presiiant of the Union, ani am Chief Shop Steward at Friden Calculators Inc. of San Leandro, California.

Our union is 5 years old having broken off from the International Association of Machinists with which group set-upwe had no recognition. We are interested in a complete division for tool and diemakers within your organization, and this would be on a national scope as there are men of the iniependent groups of Tool and Diemakers in Los Angales, Detroit and Chicago and many eastern cities whose names were given to us and which could be supplied to you. You will note in the folders accompanying this letter the interest of skilled groups such as ours within the independent type unions. More details about our own union are also enclosed. (I should appreciate the return of these folders with your reply.)

Although powerful, our small group recognized the need of affiliation with a large organization such as yours in order to be able to cope with the tactics and pressures exerted against us by the employer groups, Friden's and Marchant's in particular, in the San Francisco-East Bay Area. Hoping to hear from you in the very near future, I remain,

Fraternally yours,

Phil H Weir

Phil H, weir
P O Box 116
Hayward, California

PHW:jr

LOCAL UNION 866

PUEL, OIL, TRUCK DRIVERS AND HELPERS, OIL BURNER SERVICE, ALLIED EMPLOYEES

Affiliated with

International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
A. F. of L.

743 MAIN AVENUE • PASSAIC, N. J.
PRescott 8-1341 PRescott 8-3462

JOSEPH CORSI
PRESIDENT

A. C. CONTALDI,
SECRETARY-TREASURER

JUNE 8, 1959

ADMINISTRATIVE FILE
Affiliate, Request to
X Independent Union -
Gulf Petroleum
Trade's Employees
Union, Incorporated
X Gulf Oil Company
X Boiler, Inc.

MR. H. GIBBONS, VICE PRES.
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
25 LOUISIANA AVE. N.W.
WASHINGTON 1, D.C.

RE: GULF PETROLEUM TRADES UNION INC.

DEAR BROTHER HAROLD:

BROTHER ZWOLINSKI AND GUS BOHLER OF THE GULF UNION WERE TREMENDOUSLY IMPRESSED BY THE FACT THAT YOU AND JIMMY TOOK TIME OUT FROM YOUR BUSY SCHEDULE TO DISCUSS THEIR PROBLEMS. THEY WERE ALSO IMPRESSED WITH THE INTERNATIONAL HEADQUARTERS AND ITS FUNCTIONS, THEY ARE CONVIENCED THAT ONLY THE TEAMSTERS UNION COULD GIVE THEM THE TYPE OF REPRESENTATION THEY NEED TO COMBAT THE GULF OIL CORP.

THEY HAVE INVITED ME TO ADDRESS THEIR UNION MEMBERSHIP AT ITS NEXT MEETING WHICH WILL BE IN TWO OR THREE WEEKS. THEY HAVE ALSO INSTRUCTED ME TO BRING MEMBERSHIP CARDS BECAUSE THEY FEEL THAT THEIR MEMBERS WILL WANT TO SIGN UP AS SOON AS POSSIBLE. I HAVE INFORMED THEM THAT WE WOULD HAVE NO OBJECTION TO THEM SIGNING CARDS NOW IF IT CAN BE DONE FROM A LEGAL STANDPOINT IN VIEW OF THEIR PRESENT AGREEMENT AND THE FACT THAT THEIR UNION IS INC. UNDER NEW YORK STATE LAW. AS SOON AS WE ARE ADVISED BY OUR RESEARCH AND LEGAL DEPARTMENT AS TO WHAT MOVES WE CAN TAKE TO BRING THESE PEOPLE INTO THE TEAMSTERS UNION WE WILL FOLLOW THIS COURSE.

AS I MENTIONED IN WASHINGTON WE WILL HAVE A MEETING WITH THE EXCUTIVE BOARD AS SOON AS THE PRES. OF THIS UNION IS RELEASED FROM THE HOSPITAL. WE HOPE TO HAVE THIS MEETING BEFORE THE MEMBERSHIP MEETING.

I WILL KEEP YOU INFORMED OF THE NEW DEVELOPMENTS IN THIS SITUTION.

FRATERNALLY YOURS,
A.C. Contaldi
A.C. CONTALDI
SEC'Y-TREAS.

ORGANIZING -
Petroleum Industry:
Gulf Oil Company

LOCAL UNION 866

FUEL, OIL, TRUCK DRIVERS AND HELPERS, OIL BURNER SERVICE,
ALLIED EMPLOYEES
Affiliated with
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
A. F. of L.

743 MAIN AVENUE • PASSAIC, N. J.
PRescott 8-1341 PRescott 8-3462

JOSEPH CORSI
PRESIDENT

A. C. CONTALDI,
SECRETARY-TREASURER

10 - 10:30 a.m.

MAY 25, 1959

MR. H. GIBBONS, VICE PRESIDENT
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
25 LOUISIANA AVE. N.W.
WASHINGTON 1, D.C.

RE: PRELIMINARY REPORT OF THE GULF OIL CO.
PETROLEUM TRADE'S EMPLOYEES UNION INC.

DEAR BROTHER HAROLD:

I HAVE MET WITH OFFICERS OF THE ABOVE UNION. THIS UNION HAS 550 MEMBERS LOCATED IN 17 BULK TERMINALS IN NEW JERSEY AND NEW YORK. THEY CONTROL THE GULF GASOLINE AND OIL IN THE NORTH EASTERN PART OF THE COUNTRY. IN FACT DURING THE RECENT TUG BOAT STRIKE THE GULF CO. HAD DRIVERS COME IN FROM MARYLAND TO PICK UP OIL AT THESE PLANTS AND DELIVERED IT TO NEW YORK.

THESE PEOPLE ARE VERY INTERESTED IN JOINING OUR UNION. THEY WOULD LIKE TO HAVE A MEETING WITH YOU AND JIMMY. THEY ARE SENDING ME COPIES OF THEIR CONSTITUTION AND AGREEMENT. THERE WILL BE SOME PROBLEM WITH THEIR CONSTITUTION BECAUSE THEY ARE INC. I WILL MAIL THIS MATERIAL TO YOU AS SOON AS I RECEIVE IT.

KINDLY LET ME KNOW WHEN IT WILL BE CONVIENT TO HAVE TWO OF THESE OFFICERS MEET YOU AND JIMMY.

FRATERNALLY YOURS,

A. C. Contaldi

A.C. CONTALDI
SEC'Y-TREAS.

ORGANIZING -
Petroleum Industry -
Gulf Oil Company

LOCAL UNION 866

FUEL, OIL, TRUCK DRIVERS AND HELPERS, OIL BURNER SERVICE, ALLIED EMPLOYEES

Affiliated with

International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
A. F. of L.

743 MAIN AVENUE • PASSAIC, N. J.
PRescott 8-1341 PRescott 8-3462

JOSEPH CORSI
PRESIDENT

16

A. C. CONTALDI.
SECRETARY-TREASURER

APRIL 1. 1959

MR. H. GIBBONS, VICE PRES.
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
25 LOUISIANA AVE. N.W.
WASHINGTON 1, D.C.

RE: GULF PETROLEUM TRADES INC.
(450 DRIVERS)

DEAR BROTHER HAROLD:

ON MARCH 30 I SPOKE WITH ONE OFFICER FROM THE GULF PETROLEUM TRADES INC. AN INDEPENDENT UNION OF SOME 450 GASOLINE DRIVERS. THEY ARE DEFINITELY INTERESTED IN JOINING OUR INTERNATIONAL UNION. I WILL BE MEETING WITH THEIR EXECUTIVE BOARD WITHIN THE NEXT WEEK. THE PURPOSE OF THE MEETING WILL BE TO SET UP A MEETING OF THEIR ENTIRE MEMBERSHIP.

I WILL SPEAK WITH YOU AFTER THE EXECUTIVE BOARD MEETING REGARDING PLANS FOR THE MEMBERSHIP MEETING.

FRATERNALLY YOURS,

A.C. Contaldi

A.C. CONTALDI
SEC'Y-TREAS.

ADMINISTRATIVE
Wide Receipt #6
X Southern New England
Telephone Company
X Starke, Richard M.

June 3, 1959

Mr. Nicholas Morrissey, Gen. Org.
International Brotherhood of Teamsters
650 Beacon Street
Boston, Massachussetts

Dear Sir and Brother:

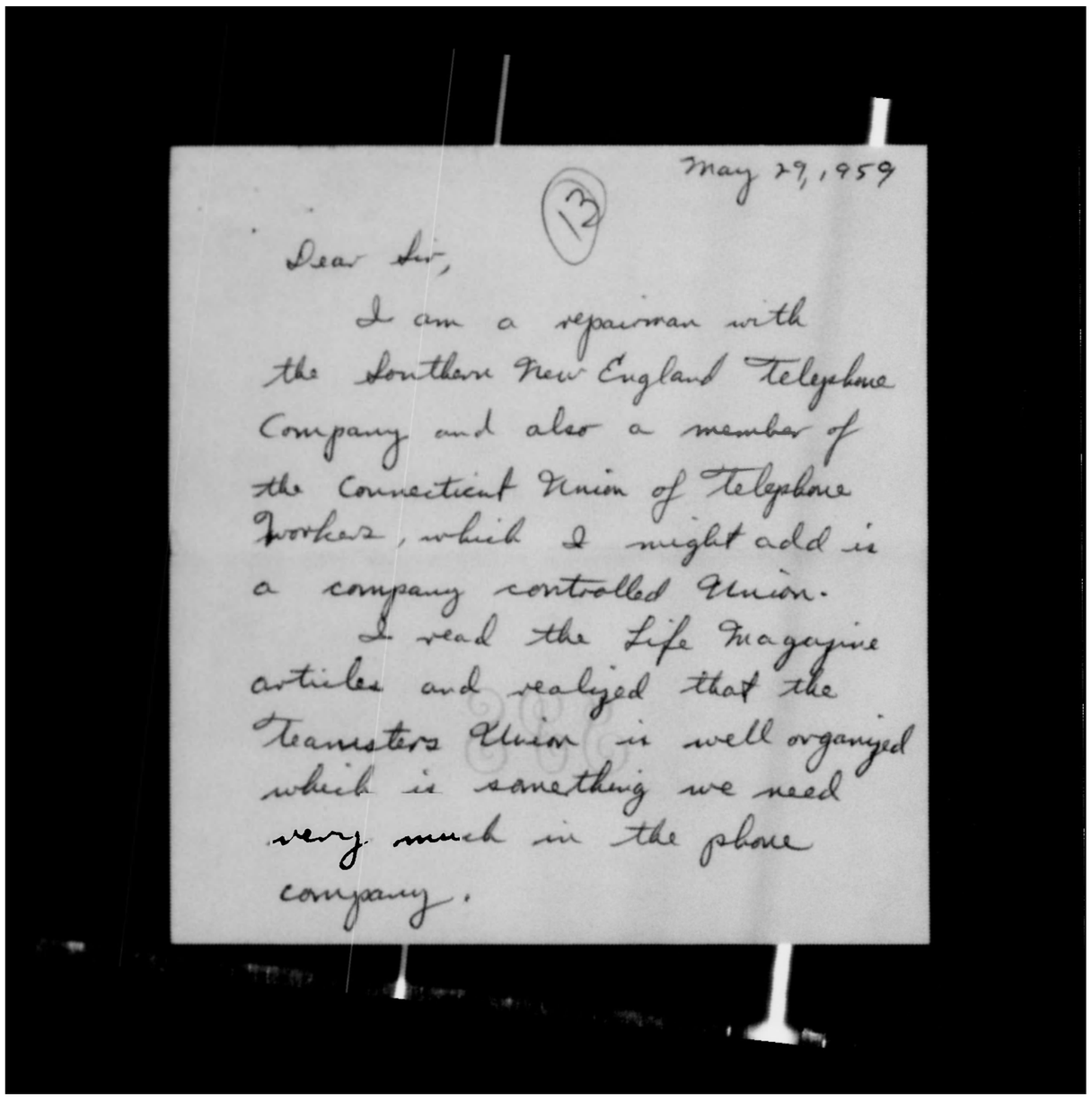
Attached communication is self-explanatory.

It might be worth your sitting down with this fellow at your first opportunity. I thought that you can give him some encouragement.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh
Enc.



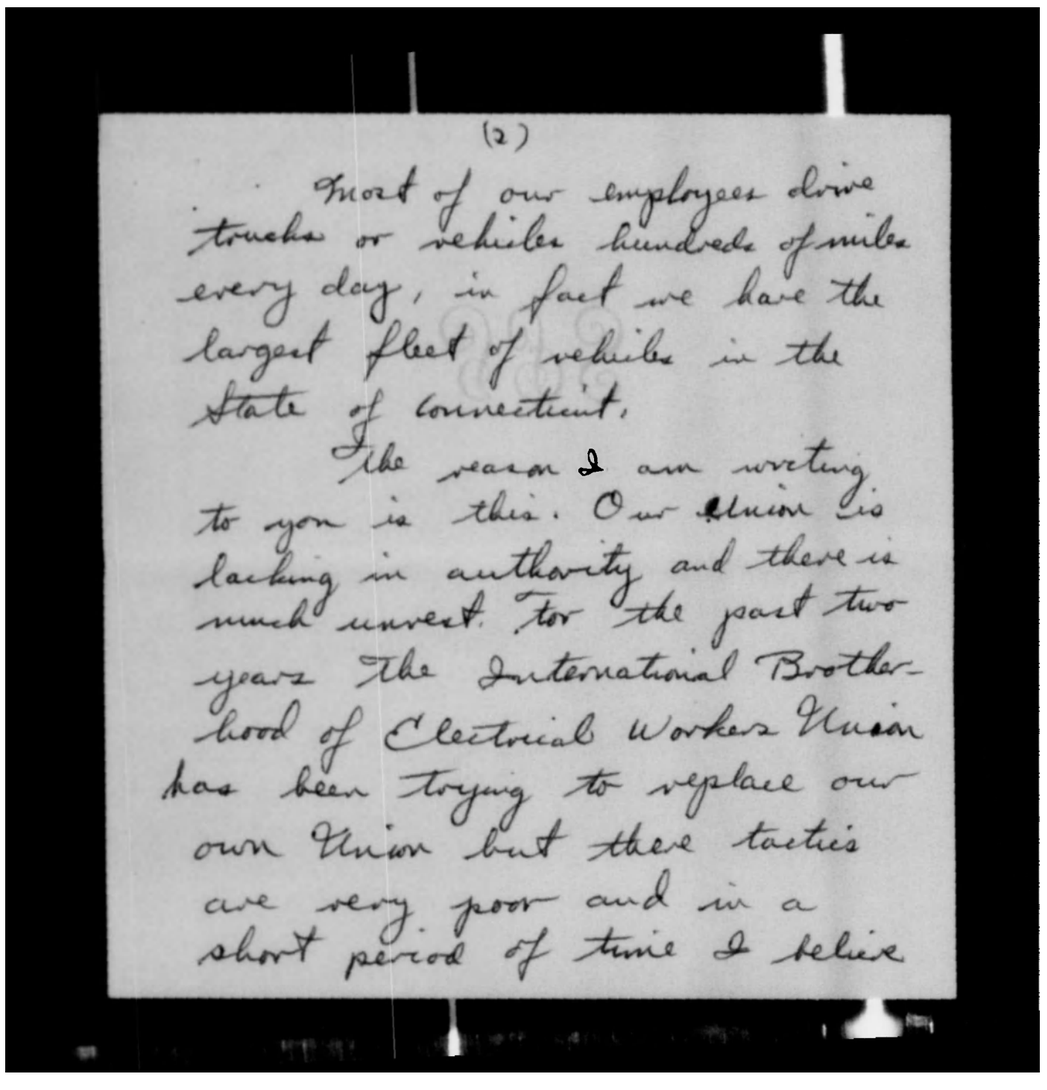
May 29, 1959

(13)

Dear Sir,

I am a repairman with the Southern New England Telephone Company and also a member of the Connecticut Union of Telephone Workers, which I might add is a company controlled Union.

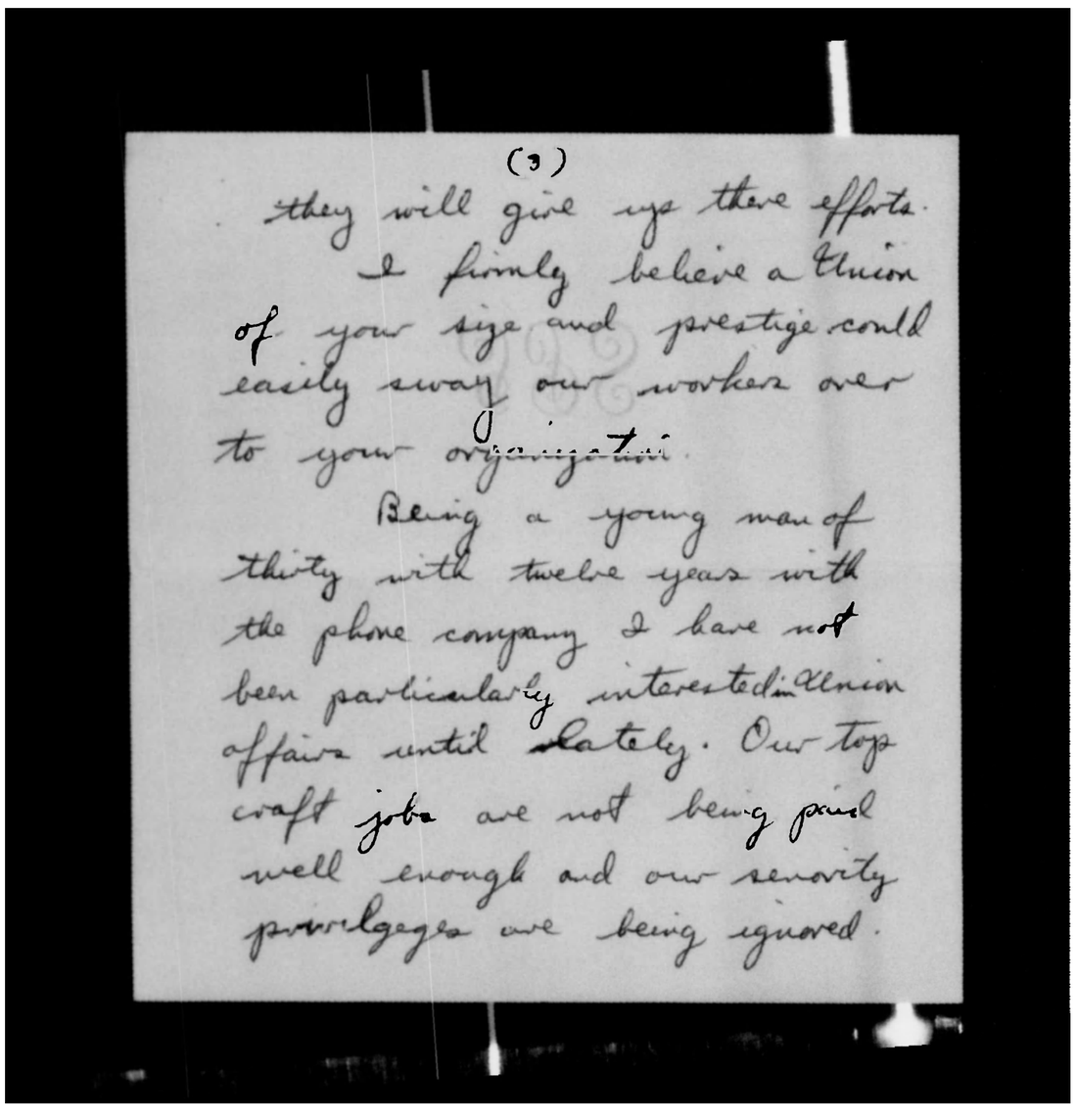
I read the Life Magazine articles and realized that the Teamsters Union is well organized which is something we need very much in the phone company.



(2)

Most of our employees drive trucks or vehicles hundreds of miles every day, in fact we have the largest fleet of vehicles in the State of Connecticut.

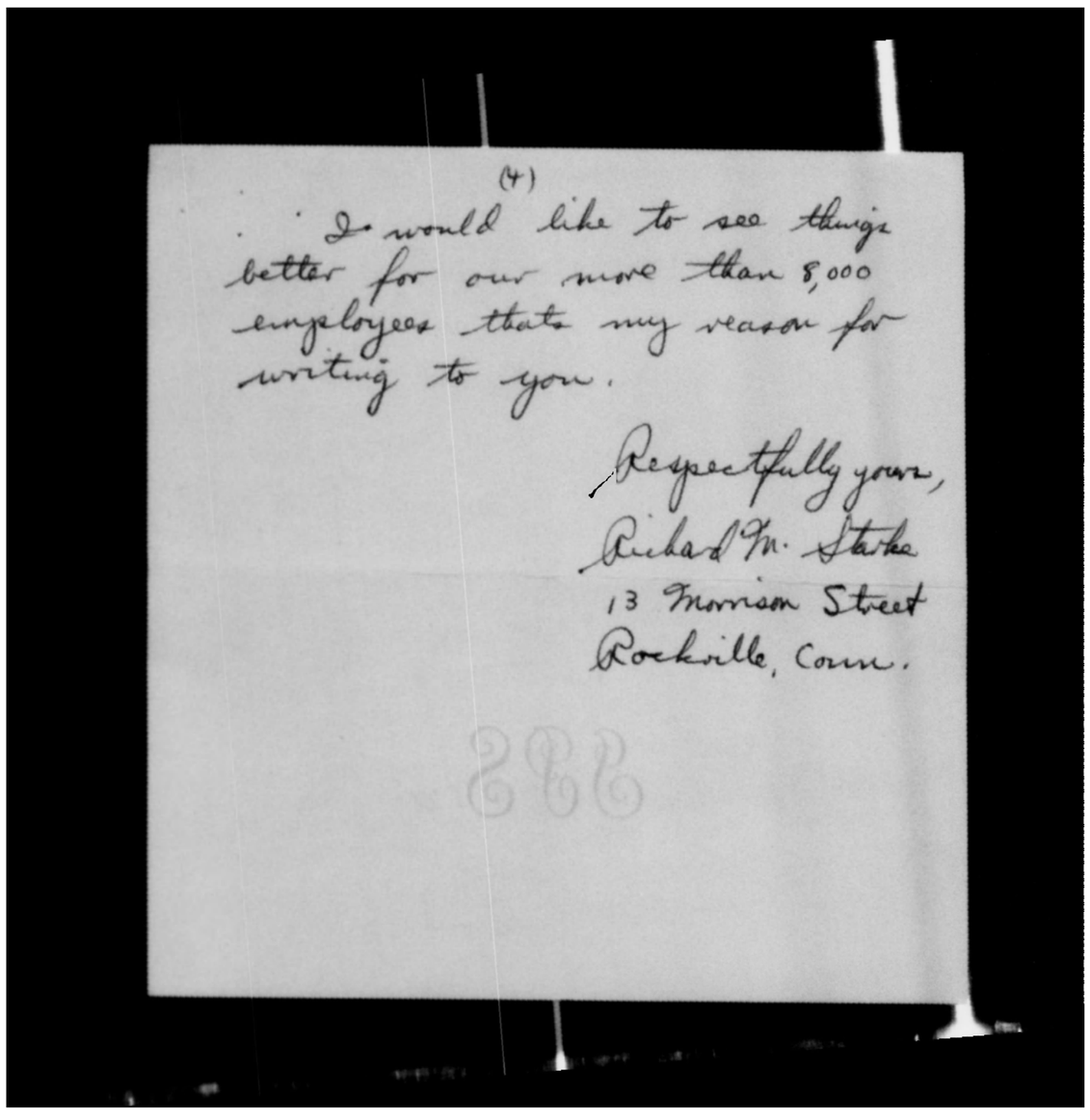
The reason I am writing to you is this. Our Union is lacking in authority and there is much unrest. for the past two years The International Brotherhood of Electrical Workers Union has been trying to replace our own Union but there tactics are very poor and in a short period of time I belive


(3)

they will give us there efforts.

I firmly believe a Union of your size and prestige could easily sway our workers over to your organization.

Being a young man of thirty with twelve years with the phone company I have not been particularly interested in Union affairs until lately. Our top craft jobs are not being paid well enough and our seniority privilegges are being ignored.



(4)

I would like to see things better for our more than 8,000 employees that's my reason for writing to you.

Respectfully yours,
Richard M. Starke
13 Morrison Street
Rockville, Conn.

ADMINISTRATIVE FILE ✓

Jeff: Note, Request re
X Tuttle, Marion E.
X 5th-CIO - Tobacco -
(Norfolk Naval Supply
Center Stevedores & IBT)

File

NORFOLK NAVAL SUPPLY CENTER STEVEDORES

AFFILIATED WITH THE

International Hod Carriers', Building and Common La[illegible]
FIFTH NAVAL DISTRICT METAL TRADES COU
VIRGINIA FEDERATION OF LABOR
AFL

DIAL [redacted] EX 73094

[redacted] May 7,1959
[redacted] Portsmouth,Va.

Mr. W.J.Gibbons
Assistant to the General President
25 Louisiana Ave N.W.
Washington 1,D.C.

Dear Sir

I am Business Representative for several Local Unions in this area,whom are interested in affiliating with your International Union,
All Officers of these Locals will meet Monday night May 11,1959 at the Carpenters Building,Rt 58,Portsmouth,Va.,,to discuss same.

It is requested that you make arrangements to have some one to attend this meeting from your International Union,which would be appreicated.

Fraternally Your's

Marion E Tuttle

Marion E Tuttle B.R.
P.O.Box 3087
Portsmouth,Va.

P.S. See my letter to President Hoffa Dec.31,1958

ADMINISTRATIVE FILE
Affiliate, Request to
X Independent Union
Production, Service &
Sales Employees Union
(# 222)
X Tortorici, Frank

May 7, 1959

COPY

Mr. John T. O'Rourke
Sixth Vice President
265 W. 14th Street
New York, New York

Dear John:

Enclosed find a copy of a communication received from Frank Tortorici of Local 222 requesting affiliation.

I would appreciate your looking into this matter so that we can discuss it on Monday when I shall saw you.

Best wishes, I remain

Fraternally yours,

James R. Hoffa
General President

JRH/js
Enc.
Via Registered Mail - Special

(2)

International Production, Service and Sales Employees Union

55 FLATBUSH AVENUE
BROOKLYN 17, N. Y.

IRVING M. HOROWITZ, GENERAL PRESIDENT
MURRAY POSTMAN, GENERAL SECY-TREAS.

ULSTER 8-4900-01-02-03-04-05-06

May 6, 1959

Mr. James R. Hoffa
President
International Brotherhood of Teamsters
Washington, D. C.

Dear Brother Hoffa:

The undersigned, an officer of the International Production, Service and Sales Employees Union, represents approximately 2,500 workers in Local 222 of the above International Union, who desire to be part of the International Brotherhood of Teamsters. Formerly, this Local Union was part of the International Jewelry Workers' Union, AFL-CIO.

The workers in question are engaged in manufacturing, processing and distributing, in a vast variety of industries.

I can safely guarantee you, Brother Hoffa, that I have discussed this move with every member of the Executive Board of the International Production, Service and Sales Employees Union and have been assured of the unanimous and unqualified endorsement of the Board.

Needless to say, the 2,500 workers too, are unanimous and unequivocal in their desire to be part of the International Brotherhood of Teamsters.

Fraternally yours,

Frank Tortorici

Frank Tortorici
Director of Organization

FT:et

ADMINISTRATIVE FILE

Affiliate Request to
X National Association
Greyhound Owners
Benevolent Society
X National Greyhound
Owners-Breeders
X National Greyhound
Trainers and Handlers
X Warren John H.
X Holtzman Albert (Atty)

April 17, 1959

Mr. M. W. Miller, Chairman
Southern Conference of Teamsters
1330 N. Industriel Blvd.
Dallas, Texas

Dear Sir and Brother:

Attached is a copy of a communication we received from John H. Werren, which is self-explanatory.

In the event you are able to use Mr. Werren's services, you should contact him directly.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk
Enc.

April 17, 1959

Mr. John H. Warren
172 Palmetto Dr.
Miami Springs, Fla.

Dear Mr. Warren:

Attached is a copy of a letter which I have today sent to our Southern Director, Murray W. Miller.

In the event Mr. Miller is interested in the possible use of your services, he will contact you directly.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/ybEnc.

National Association
Greyhound Owners Benevolent Society

Mailing Address
P. O. Box 213, Miami Springs, Florida

Phone TU 8-8319
Office: 380 East 14th Street
Hialeah, Florida

April 15, 1959

Mr. Harold Gibbons
International Brotherhood Of Teamsters,
Chauffeurs, Warehousemen & Helpers of America
25 Louisiana Avenue, N. W.
Washington, 1, D.C.

Dear Mr. Gibbons:

I received a copy of your letter dated March 26, 1959 addressed to Mr. Albert Goldman regarding charter applications for the National Greyhound Owners-Breeders, and National Greyhound Trainers and Handlers.

I was very sorry to hear that these charters could not be granted. If ever a group of men needed some form of organization such as a union, these men sure need it.

In January of this year their Benevolent Association was dissolved. As their Executive Secretary Treasurer, I performed all organizational activities. Also while employed by the New York Central R.R. Co., I was past president and organizer of Local #1244 Boston, Mass. I majored in Labor Relations at Boston University where I received my BSBA degree.

I would like very much to stay in this field. Would you please advise me who to contact in this area so that I may make application for employment as an organizer with the Teamsters, or if you desire, forward my letter to the interested parties.

Thank you again for your past cooperation.

Very truly yours,

John H Warren

John H. Warren
172 Palmetto Dr.,
Miami Springs, Fla.

March 26, 1959

Goldman, Albert

Mr. Albert Goldman
44 School Street
Boston,

Dear Mr. Goldman:

Enclosed I am returning check for $48.00 made out in your name which has been submitted to us as charter fee on behalf of the two bodies requesting charters - National Greyhound Trainers & Handlers and the National Greyhound Owners & Breeders.

This is being returned to you, at this time, because of the decision made here at our International office that we are in no position to grant such a charter. If the situation changes in the future, we will be very happy to get in touch with you.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh
Enc.

GRANT, ANGOFF, GOLDMAN & MANNING
COUNSELLORS AT LAW

SIDNEY B. GRANT (1888-1957)
SAMUEL E. ANGOFF
ALBERT L. GOLDMAN
ROBERT D. MANNING
JAMES McCONNELL HABELEBE
ROBERT WEINBAUCH

PARKER HOUSE OFFICE BUILDING
44 SCHOOL STREET
BOSTON 8, MASSACHUSETTS

CAPITOL 7-3531

MARCH 24, 1959

MR. HAROLD GIBBONS
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN & HELPERS OF AMERICA
25 LOUISIANA AVENUE, N.W.
WASHINGTON, 1, D. C.

DEAR MR. GIBBONS:

THERE ARE ENCLOSED TWO SETS OF DOCUMENTS. FIRST, A FORM ON WHICH THE NAME OF THE ORGANIZATION AND THE NAMES OF THE TEMPORARY PRESIDENT AND TEMPORARY SECRETARY--TREASURER OF THE PROPOSED ORGANIZATION (NATIONAL GREYHOUND TRAINERS--HANDLERS) ARE LISTED; SECOND, THE SAME INFORMATION FOR THE PROPOSED ORGANIZATION OF THE NATIONAL GREYHOUND OWNERS--BREEDERS. IN ADDITION, THE SECOND DOCUMENT CONTAINS THE SIGNATURES OF THE APPLICANTS. SINCE THE APPLICANTS ARE FROM MANY SECTIONS OF THE COUNTRY, THE FORM WAS PHOTOSTATED AND SEPARATE FORMS SENT TO EACH APPLICANT IN THE INTEREST OF CONSERVING TIME.

AS I DISCUSSED WITH YOU, THERE IS A NEED FOR FINANCIAL ASSISTANCE TO MR. JOHN H. WARREN, WHILE HE CONTINUES HIS ORGANIZATIONAL ACTIVITIES. I HOPE THAT AN ARRANGEMENT CAN BE MADE WHEREBY MR. WARREN IS ADDED TO THE STAFF OF ONE OF YOUR REGIONAL CONFERENCES UNTIL THE ORGANIZATION IS SUFFICIENTLY DEVELOPED SO THAT MR. WARREN CAN BE REMOVED FROM YOUR PAYROLL AND PLACED ON THE PAYROLL OF THE ORGANIZATIONS WHICH ARE PETITIONING FOR CHARTERS. WHETHER OR NOT THIS CAN BE ARRANGED, THERE WILL BE EXPENSES INCURRED WHICH ARE ESSENTIAL TO CONTINUING ORGANIZATION. THESE EXPENSES ALSO WILL CEASE ONCE THE ORGANIZATIONS FOR WHICH CHARTERS ARE BEING PROPOSED ARE ABLE TO STAND FINANCIALLY ON THEIR OWN FEET. THIS SHOULD TAKE SUBSTANTIALLY LESS THAN A YEAR. THIS PERIOD OF TIME CAME BE SHORTENED INSOFAR AS MR. WARREN RECEIVES EFFECTIVE ORGANIZATIONAL ASSISTANCE IN THE VARIOUS LOCATIONS

GRANT & ANGOFF

MR. HAROLD GIBBONS

MARCH 24, 1959

WHERE GREYHOUND TRACKS ARE SITUATED THROUGHOUT THIS COUNTRY.

WILL YOU PLEASE ADVISE ME AS TO THE STATUS OF THE TWO CHARTER APPLICATIONS AS WELL AS THE ACTION ON THE REQUEST CONTAINED IN THIS LETTER. I UNDERSTAND FROM OUR PRIOR CONFERENCES THAT IF THE ASSISTANCE WHICH WE REQUEST HEREIN IS TO BE GIVEN, IT WILL BE ACHIEVED THROUGH RECOMMENDATIONS MADE FROM THE INTERNATIONAL HEADQUARTERS TO THE HEADS OF THE VARIOUS CONFERENCES INVOLVED.

CORDIALLY,

Albert L. Goldman

ALBERT L. GOLDMAN

ALG:EAM
ENCLOSURES

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City Hialeah, Floride.

Data

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Trainers & Handlers.
(Name should include type or craft and workers to be covered.)

Jurisdiction
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Florida.
(City and State)

Anticipated number of members in Local Union 300 Business Phone No. TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer Address

Name of President Address

Name of Secretary-Treasurer Address

NAMES OF APPLICANTS	ADDRESSES
E. A. Johnson	720 No. 44th St., Phoenix, Ariz.
J. L. McClanahan	Route 1 Box 153 Phoenix, Ariz
Donald L. Harber	348 S 40th St - Phoenix Ariz
George Alder	295 E. 14th St. Hialeah, Fla.
R. Mike Bailey	Ritchie Hwy Severna Pk. Md.
L. Pryor	A.B.C. Dairy Court 3541 E. Van Buren Phoenix
Robert Montgomery	RH 5-Box 668AD Phoenix Ariz
Walter E. Conners	15 Laurel St Saugus Mass

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the new members application are employed.

State name and address of Joint Council in area and whether notified of this application:

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers, all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees; warehousemen of all kinds employed in warehouses, docks, docksides, transport vessel employees, and loaders, that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers; workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy, and other products; all truck terminal employees; cannery workers; and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization of subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "vanders" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $2.00 is charged each applicant for membership in this International. When the Fee is in excess of $25.00, ten percent (10%) of the total fee is payable to the International Office. The $2.00 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter, Initiation Fees are paid on to the International Office on the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita fee of forty cents (.40) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

To be carried as an active local union on the records of the International Office a minimum of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

The initiation fee charged applicants for membership to a Local Union must be NOT LESS than $2.00, and the Local Union Dues must be NOT LESS than $3.00 per month for the first year following issuance of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the members on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

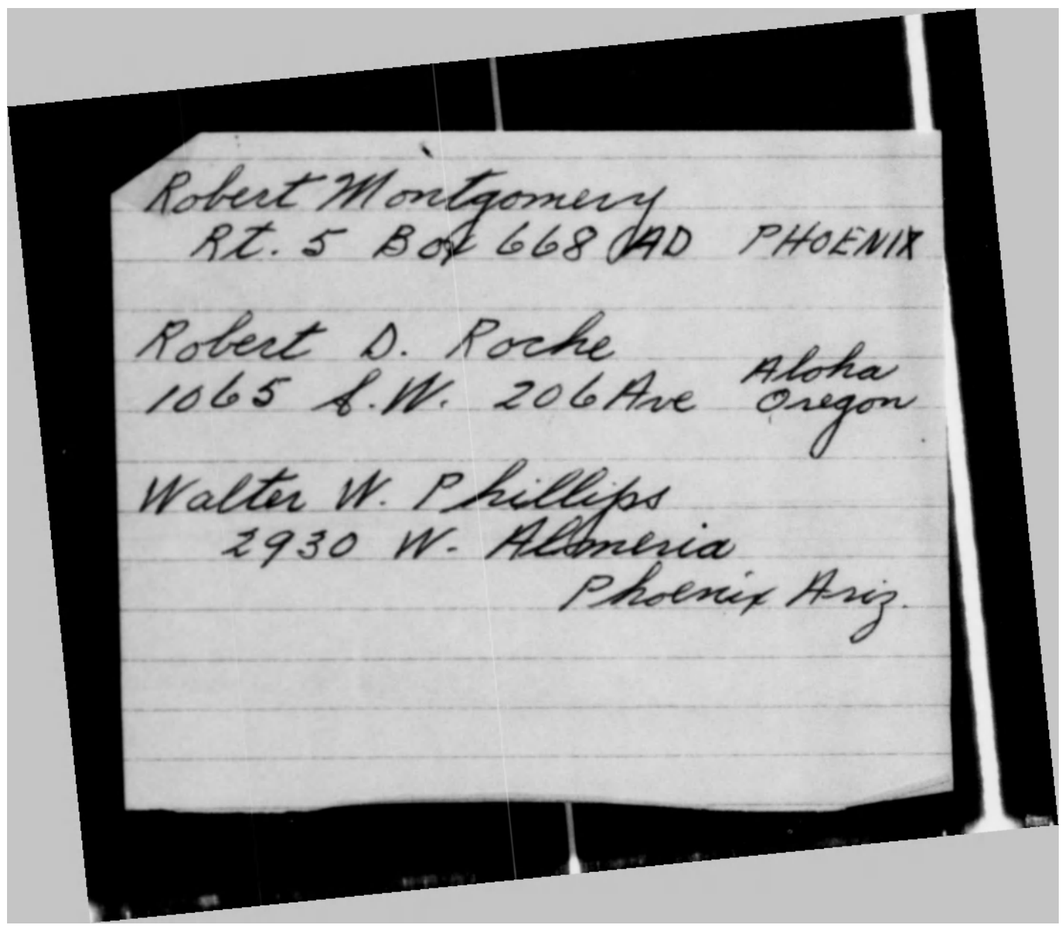
Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

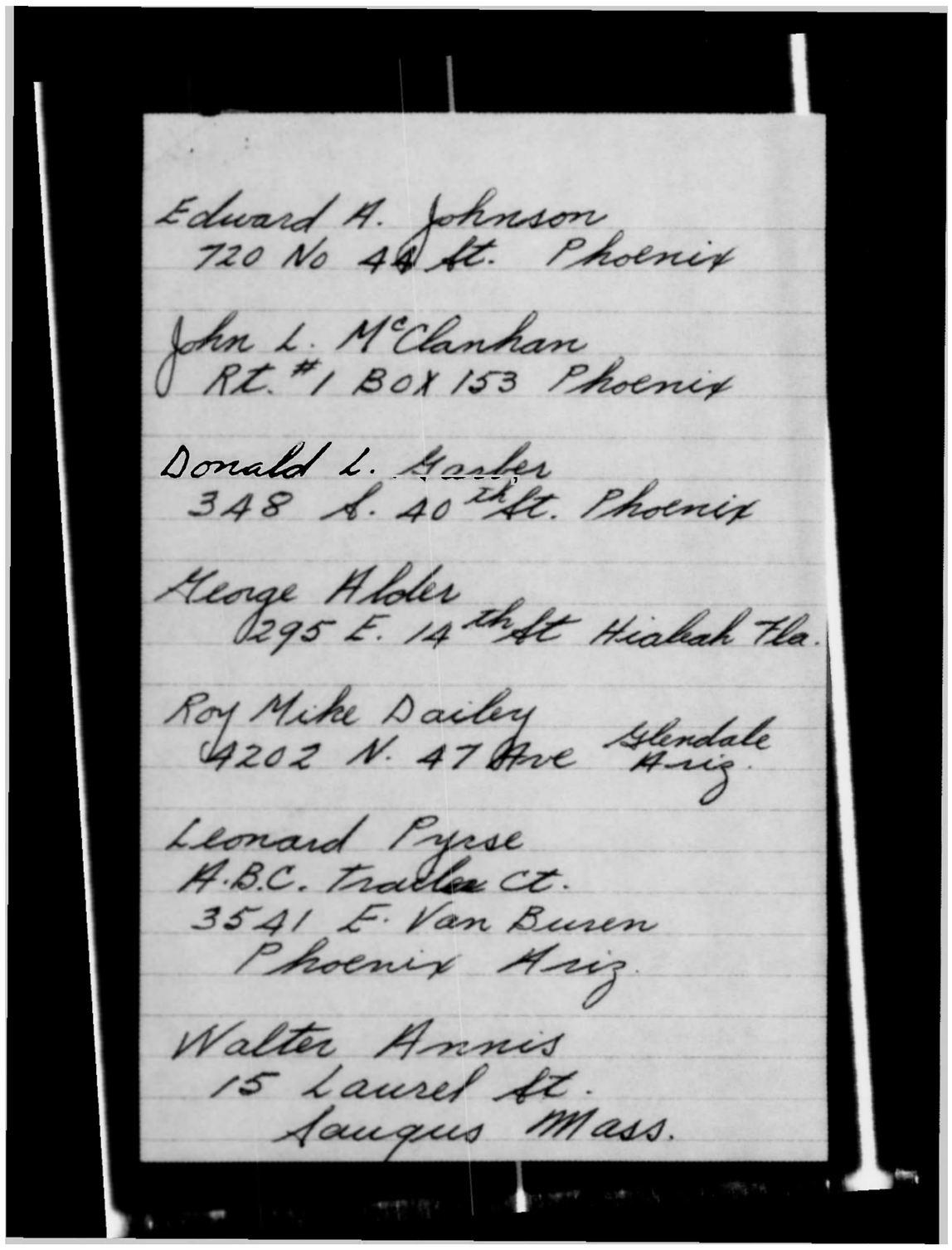
REMARKS:

NAME	ADDRESSES
Robert D Locke	1065 S.W. 206th Ave, Aloha, Oregon
W. V. Phillips	2930 W. Almeria
Millard H Campbell	808 apache Blvd Rhodelia Ore. Tempe Arizona


Robert Montgomery
Rt. 5 Box 668 AD PHOENIX

Robert D. Roche
1065 S.W. 206 Ave Aloha Oregon

Walter W. Phillips
2930 W. Almeria
Pholenix Ariz.


Edward A. Johnson
720 No 4th St. Phoenix

John L. McClanhan
Rt. #1 Box 153 Phoenix

Donald L. Garber
348 S. 40th St. Phoenix

George Alder
295 E. 14th St Hialeah Fla.

Roy Mike Dailey
4202 N. 47 Ave Glendale Ariz.

Leonard Pyrse
A.B.C. Trailer Ct.
3541 E. Van Buren
Phoenix Ariz.

Walter Annis
15 Laurel St.
Saugus Mass.

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City Hialeah, Florida.

Date

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners & Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Florida.
(City and State)

Anticipated number of members in Local Union 200 1200 Business Phone No. TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer Address

Name of President Address

Name of Secretary-Treasurer Address

	NAMES OF APPLICANTS	ADDRESSES
1.	Jack Roche	5025 W. Mackenzie Glendale, Ariz.
2.	Adolph Buehler	5025 W. Mackenzie Glendale, Ariz.
3.	George Wood	4935 W. Pierson Glendale, Ariz.
4.	Bernard J. Frisch	2816 W. 3rd Ave., Hialeah, Fla.
5.	Barney Mullin	4458 Melalenca Trail W. Palm Beach, Fla.
6.	Charles Kirk	P.O. Box 1003 W. Palm Beach. Fla.
7.	Henry Bartley	Rt. 1, Box 141 W. Palm Beach, Fla.
8.	Clinton Blair	431 Morningside Dr., Miami Sps. Fla.

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work of which the men making application are employed _____

_____

_____

State name and address of Joint Council in area and whether notified of this application: _____

_____

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers; all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees, warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees, and loaders, that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers, workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy, and other products; all truck terminal employees; cannery workers; and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "vendors" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $5.00 is charged each applicant for membership in this International. When the Fee is in excess of $25.00, ten percent (10%) of the total fee is payable to the International Office. The $1.00 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter, Initiation Fees are paid on to the International Office on the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita fee of forty cents (.40) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

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Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

The initiation fee charged applicants for membership to a Local Union must be NOT LESS than $3.00, and the Local Union Dues must be NOT LESS than $2.00 per month for the first year following issuance of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the members on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS: _____

NAME	ADDRESSES
[redacted]	[redacted]
E. L. Reckner	% Pinellas Airport St. Petersburg, Fla.
R. E. Thomas	% Pinellas Airport St. Petersburg, Fla.
(Mrs.) R. E. Thomas	% Pinellas Airport St. Petersburg, Fla.
Fred Whitehead	3960 N.W. 7th St., Miami, Fla.
Fred Meredith	P. O. Box 13, Roanoke, Texas.

S 1017 - 1M - 2-58

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City

Date

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization: National Greyhound Trainers - Handlers
(Name should include type of craft and workers to be covered)

Jurisdiction: National
(City or Cities) (State)

Business Address: 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union: Business Phone No. TU 5.1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer: John H. Warren Address: 172 Palmetto Dr., Miami Springs, Fla.

Name of President: George Alder (Temp) Address: c/ Paradise Inn., South Sixth Ave., Tucson, Ariz.

Name of Secretary-Treasurer: John H. Warren Address: 172 Palmetto Dr., Miami Springs, Fla.

	NAMES OF APPLICANTS	ADDRESSES
1.	See attached list	
2.		
3.		
4.		
5.		
6.		
7.		
8.		

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed. _____

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_____

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In cities or towns **where there is already established** a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

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25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS:

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

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JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

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Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National
City or Cities (State)

Business Address 380 E. 14th Street Miami. Fla. (Hialeah)
City and State)

Anticipated number of members in Local Union _____ Business Phone No. TU 5-1641

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Name of Organizer John H. Warren Address 172 Palmetto Drive.. Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. warren Address 172 Palmetto Drive.. Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. Clinton Blair	461 Monmouth Dr Miami Springs, Fla.
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(over)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work of which persons making application are employed

State name and address of Joint Council in area and whether notified of this application

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers, all who are employed on or around horses, harness, carriages, automobiles, trucks, tractors, and all other vehicles handling or conveying freight, merchandise or materials; automotive sales, service and maintenance employees, garage workers and service station employees; warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees, and all persons that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers, workers employed in ice cream plants all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy and other products, and truck terminal employees, cannery workers, and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

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APPLICATION FOR CHARTER

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International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

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Proposed **Name of Organization** National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

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Business Address [illegible] **Street** Hialeah, Fla.
City and State)

Anticipated number of members in Local Union _____ **Business Phone No.** TU 5-1641

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Name of Organizer John H. Warren **Address** 172 Palmetto Drive., Miami Springs, Fla.

Name of President Fred Meredith (Temp) **Address** Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren **Address** 172 Palmetto Dr., Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. Fred Meredith	Roanoke-Texas-Box-13
2.	
3.	
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(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

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State name and address of Joint Council in area and whether notified of this application

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers; all who are employed in the operation of motor propelled or horse drawn vehicles, horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles used in hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees, warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees, and loaders (that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle); all classes of dairy employees, inside and outside (including salesmen; brewery and soft drink workers; workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy, and other products; all truck terminal employees; cannery workers; and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own a single team or vehicle and perform work under the jurisdiction of the International Union (including "venders" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used in like or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages hours and working conditions of the local unions in the locality.

The charge for charter seal and stamp is $15.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $2.00 is charged each applicant for membership in this International. When the Fee is in excess of $25.00, ten percent (10%) of the total fee is payable to the International Office. This $1.00 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter Initiation Fees are paid on to the International Office on the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita fee of forty cents (.40) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

To be carried as an active local union on the records of the International Office a minimum of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

The initiation fee charged applicants for membership to a Local Union must be NOT LESS than $2.00, and the Local Union Dues must be NOT LESS than $2.00 per month for the first year following issuance of the Charter and thereafter NOT LESS than $2.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the members on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of the International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. Washington 1, D. C.

REMARKS:

NOV 27 6 12 AM 1950

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

We, the undersigned Wage Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders
(Title should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union _____ Business Phone No. TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

	NAMES OF APPLICANTS	ADDRESSES
1.	P. F. Thomas.	72 Puella, Apt 1 St Petersburg, Fla.
2.		
3.		
4.		
5.		
6.		
7.		
8.		

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed _____

_____

_____

_____

_____

State name and address of Joint Council in area and whether notified of this application _____

_____

JURISDICTION

This organization has jurisdiction over all teamsters chauffeurs, warehousemen and helpers; all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees, warehousemen of all kinds employed in warehouse work, stockkeepers, shipping room employees and loaders that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle, all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers; workers employed in ice cream plants, all other workers employed in the manufacture, processing, sale and distribution of food milk, dairy, and other products; all truck terminal employees; cannery workers, and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "vendors" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies necessary for the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $2.00 is charged each applicant for membership in this International. When the Fee is in excess of $20.00, ten percent (10%) of the total fee is payable to the International Office. The $1.00 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter, initiation fees are paid on to the International Office on the same basis either $1.00 or 10% of the total fee if it is in excess of $20.00.

A per capita tax of forty cents (40¢) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

To be carried as an active local union on the records of the International Office a minimum of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

The initiation fee charged applicants for membership in a Local Union must be NOT LESS than $2.00, and the Local Union Dues must be NOT LESS than $2.00 per month for the first year following issuance of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the members on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer
25 Louisiana Avenue, N. W. Washington 1, D. C

REMARKS:

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APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

We, the undersigned Wage Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 130 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union _____ Business Phone No TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

	NAMES OF APPLICANTS	ADDRESSES
1.	Mrs. Clara B. Thomas,	c/o Pinellas Airport St Petersburg, Fla.
2.		
3.		
4.		
5.		
6.		
7.		
8.		

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work of which the men making application are employed _____

_____

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_____

State name and address of Joint Council in area and whether notified of this application: _____

_____

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers; all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles hauling, carrying or conveying freight, merchandise or materials; automotive sales, service and maintenance employees, garage workers and service station employees; warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees, and loaders; that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers; workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy and other products; all truck terminal employees; cannery workers, and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "venders" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, as equipment purchased independently but which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $3.00 is charged each applicant for membership in this International. When the Fee is in excess of $25.00, ten percent (10%) of the total fee is payable to the International Office. The $1.00 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter, Initiation Fees are paid on to the International Office on the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita fee of forty cents (.40) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 15th of the month following.

To be carried as an active local union on the records of the International Office a minimum of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

The initiation fee charged applicants for membership to a Local Union must be NOT LESS than $3.00, and the Local Union Dues must be NOT LESS than $2.00 per month for the first year following issuance of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the members on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions as the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS:

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APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

We, the undersigned **Wage-Workers**, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, **Chauffeurs, Warehousemen** and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union _____ Business Phone No TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

	NAMES OF APPLICANTS	ADDRESS
1.	E. L. Berkner	% Pinellas Airport St. Petersburg, Fla.
2.		
3.		
4.		
5.		
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7.		
8.		

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed _____

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State name and address of Joint Council in area and whether notified of this application: _____

_____

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers, all who are employed on or around horses, harness, carriages, automobiles trucks tractors and all other vehicles having to do with the handling, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage employees, service station employees, warehousemen of all kinds employed in warehouse work, storemen, shipping room employees and all persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle. Dairy employees, inside and outside, including selesmen, brewery and soft drink workers, workers employed in all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy and other products, terminal employees, cannery workers, and other workers where the security of the bargaining positions of the above workers requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada is not a citizen thereof or has failed to declare intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own lease a single team or vehicle and perform work under the jurisdiction of the International Union, including "venders behind" and "sewer-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the International that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who are more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to employ none but members of the International and drive a vehicle themselves with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter seal and stamp is $13.00. All other supplies necessary for operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance and Supply Order furnished by the International Office.

An Initiation Fee of not less than $2.00 is charged each applicant for membership in this International. When the Fee is in excess of $25.00, ten percent (10%) of the total fee is payable to the International. The charter member must accompany the Application for Charter. Thereafter $1.00 or the 10% of the total fee paid by each the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita fee of forty cents (.40) per month on each member per month must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

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The initiation fee charged applicants for membership to a Local Union must be NOT LESS than $2.00, and the Local Union Dues must be NOT LESS than $3.00 per month for the first year following date of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the first of the month in advance.

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Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington, D. C.

REMARKS:

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APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City

Date

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization: National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction: National
(City or Cities) (State)

Business Address: 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union: Business Phone No. TU 5.1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer: John H. Warren Address: 172 Palmetto Dr., Miami Springs, Fla.

Name of President: Fred Meredith (Temp) Address: Box 13, Roanoke, Texas.

Name of Secretary-Treasurer: John H. Warren Address: 172 Palmetto Dr., Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. Jack Roche	10655 S.W. 206th Ave ALOHA OREGON
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed. _____

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State name and address of Joint Council in area and whether notified of this application _____

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JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers all who are employed to drive ground horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees, warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees and helpers that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees inside and outside, including salesmen; brewery and soft drink workers; workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy and other products; all truck terminal employees; cannery workers, and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

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JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS:

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APPLICATION FOR CHARTER

OF THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders

(Name should include type of work and workers to be covered.)

Jurisdiction National

(City — County) (State)

Business Address 390 E. 14th Street Hialeah, Fla.

(City and State)

Anticipated number of members in Local Union _____ Business Phone No. TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 15. Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

	NAMES OF APPLICANTS	ADDRESSES
1.	Adolph W Buchta	RR5 Box 1316 Phoenix, Ariz.
2.		
3.		
4.		
5.		
6.		
7.		
8.		

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed _____

State name and address of Joint Council in area and whether notified of this application: _____

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers; all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees, wholesalemen of all kinds employed in warehouse work, steelmen, shipping room employees and loaders, that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle, all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers, workers employed in ice cream plants, all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy, and other products, all truck terminal employees, cannery workers; and other workers where the necessity of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "venders" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $11.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $2.00 is charged each applicant for membership in this International. When the Fee is in excess of $20.00, ten percent (10%) of the total fee is payable to the International Office. The $1.00 or the 10% of the total fee paid by such charter manner must accompany the Application for Charter. Thereafter, Initiation Fees are paid on to the International Office on the same basis either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita tax of forty cents (40¢) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

To be carried as an active local union on the records of the International Office a minimum of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

The initiation fee charged applicants for membership in a Local Union must be NOT LESS than $2.00 and the Local Union Dues must be NOT LESS than $3.00 per month for the first year following the date of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the member on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and note the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. Washington 1, D. C.

REMARKS:

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APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary Treasurer

City _____

Date _____

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union _____ Business Phone No. TU 7-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr., [illegible], Fla.

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., [illegible], Fla.

NAMES OF APPLICANTS	ADDRESSES
George Wood	640 NE 130th St N Miami, Fla
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed _____

_____

_____

_____

_____

State name and address of Joint Council in area and whether notified of this application _____

_____

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers; all who are employed on or around horses, harness, carriages, automobiles, trucks, tractors, and all other vehicles serving, carrying, conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees, warehousemen of all kinds employed in warehouses mush, stockmen, shipping room employees, and loaders, that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers, workers employed in ice cream plants; all other workers engaged in the manufacture, processing, sale and distribution of food, milk, dairy and other products; all truck terminal employees; cannery workers and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "vendors" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently and which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $13.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $2.00 is charged each applicant for membership in this International. When the Fee is in excess of $10.00, ten percent (10%) of the total fee is payable to the International Office. The $1.00 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter, Initiation Fees are paid on to the International Office on the terms basis, either $1.00 or 10% of the total fee if it is in excess of $20.00.

A per capita fee of forty cents ($.40) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

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Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

The initiation fee charged applicants for membership in a Local Union must be NOT LESS than $2.00 and the Local Union Dues must be NOT LESS than $5.00 per month for the first year following issuance of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the members on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C

REMARKS:

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APPLICATION FOR CHARTER

OF THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City

Date

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union Business Phone No. TU 5.1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr.,

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr.,
Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. John H. Warren	172 Palmetto Dr. Miami Springs, Fla.
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed

State name and address of Joint Council in area and whether notified of this application

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers, all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles used in carrying or conveying freight, merchandise or materials; automotive sales, service and maintenance employees, garage workers and service station employees, warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees, and all persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen, brewery and soft drink workers, workers employed in canneries, all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy and other products, all truck terminal employees, cannery workers, and other workers where the security of the below gaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to become a citizen or who, having declared such intention has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "venders" (persons who buy products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their own equipment sold or leased by their employer, or equipment purchased independently but which is used in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons may operate more than one team or vehicle only upon recommendation of the local union, be permitted by the General President to retain membership provided such persons hire and employ none but members of the International and drive a vehicle themselves. Wages must conform with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies necessary in the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

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Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. — **Washington 1, D. C.**

REMARKS:

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

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Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National (City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union _____ Business Phone No. TU 5.1641

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Name of Organizer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. Fred Whitehead	3960 N.W. 7 St. Miami Fla.
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the ... ating applications are employed .....

State name and address of Joint Council in area and whether notified of this application .....

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs ... ers, all who are employed on or around horse drawn carriage automobile trucks ... and all other vehicles ... or conveying freight, merchandise or materials; automotive sales service and maintenance employees, garage ... station employees, warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees and ... persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle ... employees inside and outside, includ... the aforesaid, brewery and soft drink workers, workers employed in ice cre... ket workers employed in the manufac... ture, processing, sale and distribution of fluid milk, dairy and other produ... al employees, cannery workers and other workers where the security of the bargaining positions of the above ... pairs the organization of such other workers.

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An Initiation Fee of not less than $2.00 is charged each applicant for me... s International. When the Fee is in ... of $25.00, ten percent (10%) of the total fee is payable to the International Offi... r the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter, Initia... are paid on to the International Office on the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita fee of forty cents (40¢) per month ... each member paying ... must be paid by the Secretary-Treasurer to the International Office by the 15th of the month following.

To be carried as an active local union on the records of the International ... um of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is not ... good standing for a period of at least six months.

The initiation fee charged applicants for membership to a Local Union ... LESS than $2.00, and the Local Union Dues must be NOT LESS than $1.00 per month for the first year following issuance of ... and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Un... er inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the membe... the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the ... e Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this ... ational, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS .....

Applicant - 1

National Association
Greyhound Owners' Benevolent Society

380 East 14th Street
Hialeah, Florida

Phone TU 8-8319

January 6, 1959

National Association
Greyhound Owners'
Benevolent Society

Mr. James Hoffa, Pres.
Teamster Union,
Wash. D.C.

Dear Mr. Hoffa:

During your recent visit to Miami, Florida, I called you in regards to our association affiliating with your union. You suggested that I contact Mr. Burt Brennen, which I did, and I met with Mr. Brennen at the Eden Roc Hotel. I gave Mr. Brennen full details regarding our association. He called me several days later and informed me that an application would be mailed to my home address. About a week later a Mr. Gibbons called me from Washington, D.C. and wanted to know what it was all about, and I suggested he contact Mr. Brennen which he said he would. Since that time, I have not heard a word from your office one way or the other. My Board of Directors are pressing me in regards to this matter.

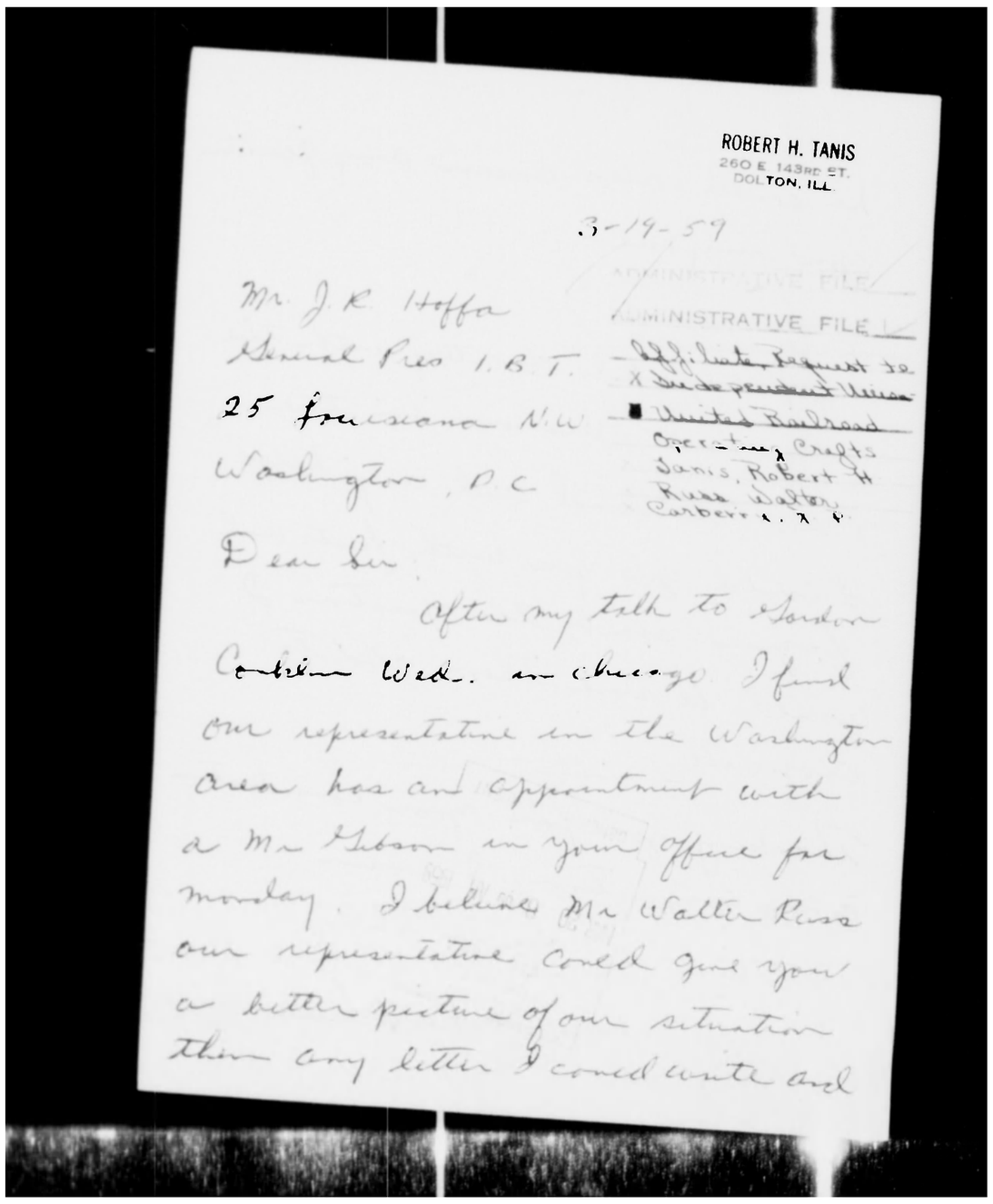
Would you kindly look into this matter again, and either have Mr. Gibbons or Mr. Brennen let me know if any thing is going to be done.

My personal regards.

Sincerely,

John H Warren

John H. Warren,
Exec. Secty-Treas.



ROBERT H. TANIS
260 E. 143RD ST.
DOLTON, ILL.

3-19-59

ADMINISTRATIVE FILE

ADMINISTRATIVE FILE

~~Affiliate Request to~~
X ~~Vice-president Union~~
■ ~~United Railroad~~
~~Operations~~ Crafts
Tanis, Robert H
Miss Walton
Corbett

Mr. J. R. Hoffa
General Pres I. B. T.
25 Louisiana N.W
Washington, D.C

Dear Sir

After my talk to Gordon Corbin Wed. in Chicago I found our representative in the Washington area has an appointment with a Mr Gibson in your office for monday. I believe Mr Walter Ross our representative could give you a better picture of our situation than any letter I could write and

he could also answer any questions you may have.

I am engaged directly with the Piggyback operation on the P.R.R railroad and any help I could give you with facts and figures about the operation I would be more than glad to cooperate.

Thanking you for your consideration and cooperation. I remain

Yours Truly

Robert Evans


UNITED RAILROAD OPERATING CRAFTS

WESTERN UNION

SENDING BLANK

CALL LETTERS: MDV 3/13/52 CHARGE TO: Int. Bro. of Teamsters

ADMINISTRATIVE FILE

Russ, Walter

Mr. Walter Russ
100 Park St.
Ridgefield Park, New Jersey

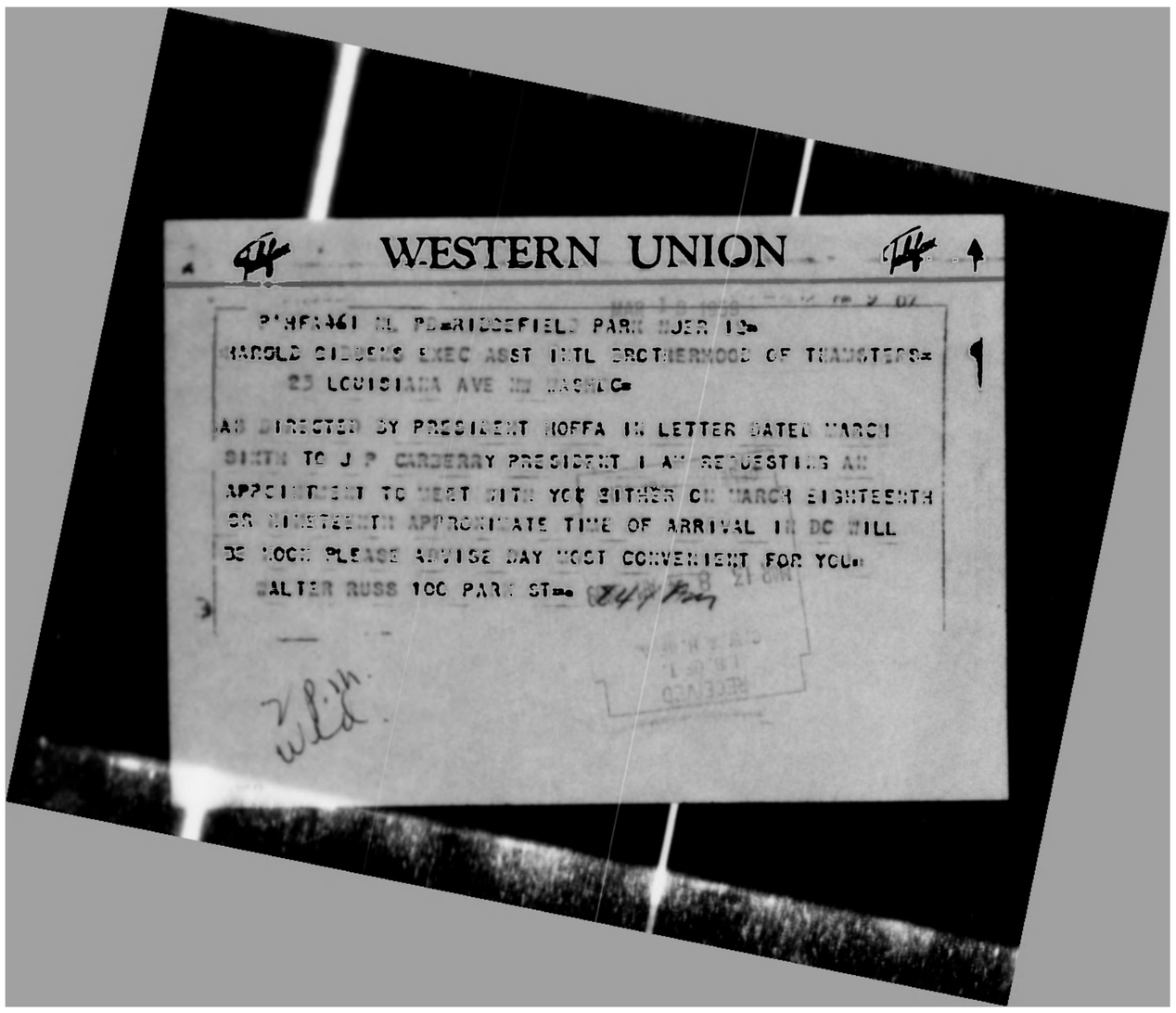
The date of March 18, Wednesday, 2:00 p. m. most convenient for me.

H. J. Gibbons
Executive Assistant to the
General President

Send the above message, subject to the terms on back hereof, which are hereby agreed to

PLEASE TYPE OR WRITE PLAINLY WITHIN BORDER—DO NOT FOLD

209-805



WESTERN UNION

P'HF346I NL PD=RIDGEFIELD PARK NJER 19=
HAROLD GIBBONS EXEC ASST INTL BROTHERHOOD OF TEAMSTERS=
25 LOUISIANA AVE NW WASHDC=

AS DIRECTED BY PRESIDENT HOFFA IN LETTER DATED MARCH
SIXTH TO J P CARBERRY PRESIDENT I AM REQUESTING AN
APPOINTMENT TO MEET WITH YOU EITHER ON MARCH EIGHTEENTH
OR NINETEENTH APPROXIMATE TIME OF ARRIVAL IN DC WILL
BE NOON PLEASE ADVISE DAY MOST CONVENIENT FOR YOU=
WALTER RUSS 100 PARK ST=

1

Wld.

March 12, 1959

Mr. T. W. Whitford, Gen.-Sec.-Treas.
United Railroad Operating Crafts
608 South Dearborn St.
Chicago 5, Illinois

Dear Sir and Brother:

Your communication of March 3rd has been received.

President Hoffa, at the present time, is out of the City and will not return until some time after the 23rd of March. At that time I will be happy to bring your communication to his attention.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh

J. P. CARMERY
President

T. W. WHITFORD
General Secretary-Treasurer

UNITED RAILROAD OPERATING CRAFTS

NATIONAL OFFICE

SUITE 672 · 608 SOUTH DEARBORN STREET · CHICAGO 5, ILLINOIS

March 3. 1959

Mr. James Hoffa,
[illegible] Louisiana Avenue, N.W.
Washington, 1, D.C.

Dear Sir;

Nearly ayear has passed since I talked to you in regards to the above union. which has spent the past seven years trying to industrialize the railroad employees. Court battles have been many with one case going before the U.S. Supreme Court, where that court ruled "no jurisdiction" but referred us to the Secretary of Labor. A hearing was set by the Secretary and our case was heard before him or rather I should say the case was heard before "RELA," and labors good friend George M. Harrison. As you will recall the court cases and the hearing before the Secretary of Labor were whether or not we met the National in Scope status, a phrase which is found through out the Railroad Labor Act.

It was while the hearing took place that I called upon you and explained to you of our struggle and what we were up against. As you predicted the case that we presented received a "no merit decision". The decision was reached by a comparative basis regarding the size of our union. By using this same comparative basis there are quite a few of other so called standard organizations that would not be national in scope if they were put on trial as of today. However we brought this out in the transcript and the opposing attornies came back with that there is no decertification clause in the act. Under the procedure which we were forced to follow I now see the basis for your prediction.

> "At this writing our attornies advise that no recourse by the way of the courts or by the Secretary of Labor is advisable, for in their opinion the act must be amended or a change in policy before a fair hearing could be expected."

As you stated we can not make the grade alone. The only avenue open now is to affiliate which can give us the"national in scope status" or to become a division with in a union who has or is eligible to participate in the desi-nation and selection of the labor member to the Railroad Adjustment Board. The Teamsters as you know are such a union by birth right and I am sure that our people are desirous in having an affiliation.

In general I can not honestly say that the railroad people deserve the assistance that I am asking of the Teamsters out I feel that they would be greatful and worthy of a chance to better themselves. I arrive at this view point, for when one looks at their past and

J. P. CARBERRY
President

T. W. WHITFORD
General Secretary-Treasurer

UNITED RAILROAD OPERATING CRAFTS

NATIONAL OFFICE

SUITE 672 · 608 SOUTH DEARBORN STREET · CHICAGO 5, ILLINOIS

present leadership it is understood why their attitude and interest has been and is still at the lowest ebb in the labor field. Rather than educating the membership of good union policy they have done nothing but teach unfair labor tatics in order that one sister union might raid the membership from another sister union, by selling out or by accepting work performed by employees or members of the sister union and accepting a package deal which looks good to the rival members but actually is only bait to lure them.

I am sure that you are aware of the company union set up, the insurance deals, loyality bonds and the bargaining that the brotherhoods pretend to be doing. I will not mention their strikes for that would be an insult to the word strike itself. I only call your attention to the above procedures and practises for I am convinced this why the railroad men are without interests and such deplorable tatics are directly responsible for their attitude and further the decline in the industry. No union on the railroad today has or is preparing for a tomorrow, therefore the men work only for today.

If you would create a railroad division with us which would give us national in scope recognition we are confident that we could guarantee 100,000 members within six months without taking a contract. By opening our doors and letting the rails hear that we are national in scope would put us well on the march for about 400,000 whom we can represent by having the national in scope status and admitting membership to those crafts. The latter we comply with. This is where the brotherhoods slipped up and a union that is national in scope and admits members to those crafts (namely the Engineers,Conductors,Firemen,Trainmen, & Switchmen) can really take over the railroad field at brotherhood expense.

Looking to the future this division can include the airline employee which also come under the Railroad Labor Act. The airlines are certainly going to be the largest carriers transporting passengers, mail and express. How large the airlines will become in the future is only a wild guess at this time but it is for certain that they will be larger than the railroad industry is today.

I know that you are a busy man and a man with many problems but I trust that you will take time to consider the possibilities of creating a rail and air division in the Teamsters or some other means of affiliation where by we may industrialize the railroad people. We have locals throughout the nation and members in all key cities and on all principal railroads. There also is a movement under way in Canada similar to ours and the officers of this Canadian union are close friends with us.

MEMBERSHIP TO ALL RAILROAD EMPLOYEES

J. P. CARBERRY
President

T. W. WHITFORD
General Secretary-Treasurer

UNITED RAILROAD OPERATING CRAFTS

NATIONAL OFFICE

SUITE 672 • 600 SOUTH DEARBORN STREET • CHICAGO 5, ILLINOIS

Giving the railroad men an industrial union will heal nearly all of their problems and also will greatly help the industry itself. The present brotherhood unions realize and know what should be done but can not get together for it means that quite a few officers will have to step down. I believe that some of the unions would throw in with us if such a movement was to take place that had outstanding leadership that they could have faith in. Industrializing would prevent what we have witnessed with the railroads and such a move would be great for the Teamsters in more ways than one. The employees of both air and rail need the leadership that the Teamsters have time and time again displayed.

I can meet with you at any time at any place (preferably New York) for a discussion to further a movement as I have outlined in this letter.

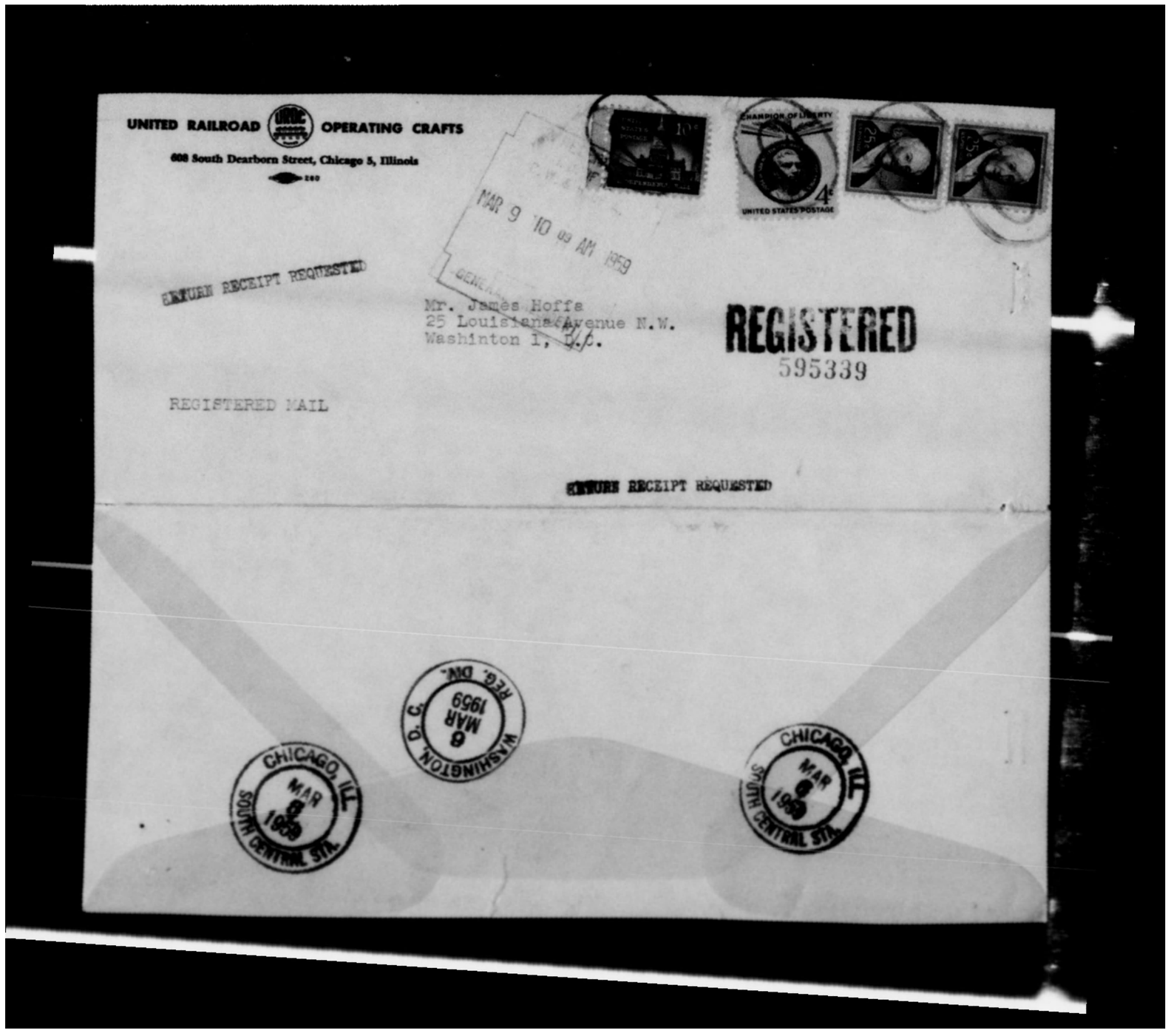
Sincerely yours,

T.W. Whitford

T.W. Whitford

P.S. I enjoyed your article "Special Report in the February issue in the Teamsters magazine."

MEMBERSHIP TO ALL RAILROAD EMPLOYEES


UNITED RAILROAD OPERATING CRAFTS
608 South Dearborn Street, Chicago 5, Illinois
RETURN RECEIPT REQUESTED
MAR 9 10 03 AM 1959
Mr. James Hoffa
25 Louisiana Avenue N.W.
Washinton 1, D.C.
REGISTERED
595339
REGISTERED MAIL
SIGNATURE RECEIPT REQUESTED
CHICAGO, ILL.
MAR 9 1959
SOUTH CENTRAL STA.
WASHINGTON, D.C.
MAR 1959
REC. DIV.
CHICAGO ILL
MAR 9 1959
SOUTH CENTRAL STA.

ADMINISTRATIVE FILE
Independent Union -
Railroad Operating
Crafts, United

March 6, 1959

Mr. J. P. Carbarry
137 Orlaad Rd.
Rochastar, New York

Dear Mr. Carbarry:

I have your communication of March 3rd, and shall be happy to have your field rapmentative, Waltar Ruse, stop in and hold a prallminary meeting with Harold Gibbons, my Exacutiva Assistant, any time ha is in the City of Washington.

In tha avant thara is anything that should be brought to my attention or handlad diractly by me, I will at that time meet with Brothar Ruse. You may advise Brother Ruse to contact Mr. Gibbooa direct as to the data of such a meeting.

Fraternally yours,

James R. Hoffa
General President

JRH/yh
hjg

J. P. CARBERRY
President

T. W. WHITFORD
General Secretary-Treasurer

UNITED RAILROAD OPERATING CRAFTS

NATIONAL OFFICE

SUITE 672 · 608 SOUTH DEARBORN STREET · CHICAGO 5, ILLINOIS

Home Address
J.P.Carberry
137 Orland Rd.
Rochester,N.Y.

March 3,1959

Mr.James Hoffa,President
International Brotherhood of Teamsters
International Headquarters
Washington,D.C.

Dear.Mr.Hoffa:

The purpose of this communication is a request for a personal meeting between yourself and Walter Russ,an International Field Representative of our organization and ay right hand aan.

Mr. Russ is a young man in his thirties and is employed as a Pennsylvania Railroad Conductor,out of Jersey City,New Jersey.He is dedicated to the theory that the railroad man would be better off under the banner of the Teamstera.

While we are both aware of the issue that Mr. Russ will discuss'I feel that much consideration ahould be given to the expanding Piggy-Back service and the inevitable jurisdictional battles with the so-called brotherhoods.

Hoping that you can see your way clear to meet with Mr. Russ in the near future,I remain

Sincerely yours,

J.P.Carberry

P.S.You may cantact ae, if
you desire at my home
address or thru your
agent here at Rochester
Mr. Russ's Address is
100 Parke Street
Ridgefield Park,N.J.

MEMBERSHIP TO ALL RAILROAD EMPLOYEES

J. P. CARBERRY
President

T. W. WHITFORD
General Secretary-Treasurer

UNITED RAILROAD OPERATING CRAFTS

NATIONAL OFFICE

SUITE 672 · 608 SOUTH DEARBORN STREET · CHICAGO 5, ILLINOIS

ADMINISTRATIVE FILE
United Railroad
Operating Crafts
X

June 20,1958

Mr.James Hoffa,President
Brotherhood of Teamsters,International
25 Louisiana Ave,
Washington, D.C.

Dear Mr. Hoffa:

During the month of April,this year,a hearing was conducted by the Department of Labor relative to the eligibility of our organization qualifying for the right to participate in the selection and designation of the Labor Members of the National Railroad Adjustment Board.During the course of the proceedinga,George Kochmar,our Jersey Area Manager and International Field Representative and T.W.Whitford,our General Secretary Treasurer visited with you at your office.

This communication is to thank you for the courtesies extened to both these men.I regret that duties at the Hearing would not allow me to accompany them.The entire subject matter of which you men discussed definitely should be explored by all parties concerned.I feel certain that it will be to our mutual advantage to do so.

When it is convenient for a personal discussion,I shall be glad to discuse the entire matter with you.

Most Sincerely Yours,

J.P.Carberry, President

MEMBERSHIP TO ALL RAILROAD EMPLOYEES

Inter-Office Communication

From the Office of the General President

From: HJGibbons

Date 2/20/58

To Mr. Tobin

Subject United Railroad Operating Crafts

Please examine the attsched and let me know if we have any stake in these hearings.

(30)

UNITED STATES DEPARTMENT OF LABOR

Washington 25, D. C.

FILED AS PART OF THE RECORD
FEB 3 1958
(Date)
Chief Hearing Examiner

In the Matter of	:
THE UNITED RAILROAD OPERATING CRAFTS	:
Claimant	:

NOTICE OF HEARING

WHEREAS, THE UNITED RAILROAD OPERATING CRAFTS, having its executive office at 608 South Dearborn Street, Chicago 5, Illinois, through J. P. CARBERRY, President, has made claim that it is entitled to participate in the selection and designation of the labor members of the National Railroad Adjustment Board as provided in Section 3(c) of the Railway Labor Act, as amended (48 Stat. 1185; 45 U.S.C. secs. 151 et seq.); and

WHEREAS, Section 3(f) of the aforementioned Act provides that in the event a dispute arises as to the right of any labor organization so to participate, the Secretary of Labor shall investigate the claim of the labor organization to such participation and if the claim in his judgment has merit, he shall notify the National Mediation Board accordingly; and

WHEREAS, it appears that a dispute concerning the aforesaid claim of the UNITED RAILROAD OPERATING CRAFTS has arisen and that investigation of the merits of said claim would be facilitated by a hearing at which all parties in interest will have full opportunity to present facts in support of or in opposition to the claim;

NOW, THEREFORE,

A hearing upon the question whether the aforementioned claim of the UNITED RAILROAD OPERATING CRAFTS has merit will be held in Room 1214 of the Department of Labor Building, Constitution Avenue at

Fourteenth Street, Washington, D. C., commencing at 11:00 a.m. on March 5, 1958 before Clifford P. Grant whom I hereby designate to preside as hearing officer.

The claimant labor organization and all other parties in interest may appear and participate in the hearing in person or by their attorneys or other representatives.

Dated at Washington, D. C., this 3rd day of February 1958.

James T. Mitchell
Secretary of Labor

DEPARTMENT OF LABOR
LIBRARY
FEB 11 8 of VM 1958

ADMINISTRATIVE FILE

Copy of Letter Request to
National Agricultural
Transportation League

January 14, 1959

Mr. Joseph W. Morgan, General Organizer
International Brotherhood of Teamsters
515 N. E. 178th Street
North Miami Beach, Florida

Dear Sir and Brother:

Enclosed you will find a copy of a letter addressed to me from Frank Fitzsimmons, which is self-explanatory.

Will you, at your earliest convenience, investigate the contents of this letter and report your findings to me?

Fraternally yours,

James R. Hoffa
General President

JRH/alh
LNS
Encl

January 14, 1959

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International Brotherhood of Teamsters
515 E. E. 178th Street
North Miami Beach, Florida

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Fraternally yours,

James R. Hoffa
General President

JRH/alb
LWS
Encl

WOodward
1-6434
1-6435
1-6436
1-6437

Truck Drivers LOCAL UNION No. 299

Affiliated with the
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

2741 TRUMBULL AVE. DETROIT 16, MICH.

January 7, 1958

Mr. James R. Hoffa
Teamsters Headquarters
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Sir and Brother:

Upon your direction, I called a Mr. Buchanan at Leesburg, Florida, in answer to a call he made to you.

Mr. Buchanan thought he was talking with you, and in our conversation, he pointed out that he was with the National Agricultural Transportation League. He was vitally interested in the outcome of what was going to happen with the haulers transporting exempt commodities out of the State.

I might say that he prevailed upon me to keep our conversation in strict confidence. The growers and processors he represents would not look with favor on his soliciting the aid of the Teamsters.

In his conversation he requested a meeting with you or your personal representative. I suggested Dusty Miller or Dick Kavner or someone of your own choice to have such a meeting based on his assurance that a program could be worked out to enlist these owner-operators and drivers, as such, to become members of the Teamsters Union.

After exploring this situation, I would suggest that the person you designate call Mr. Buchanan at Leesburg, Florida, at DI 3-3981 to arrange such a meeting.

If there is anything further I can do in this matter, please advise.

Fraternally yours,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
Vice President

FEF:mhi

UNITED MILK PRODUCER'S GUILD
DEER PARK, WASHINGTON

January 7, 1959

ADMINISTRATIVE FILE
Petition, Request to
x United Milk Producers
x 3bb

Mr. James Hoffa
25 Louisiana Ave. N. W.
Washington, D. C.

Dear Sir:

For the last 4 months we, The United Milk Producer's Guild have extended every effort at our command to obtain a charter from the International Brotherhood of Teamsters. The information available to us has been that your organization would accept dairymen in your union. Enclosed is a copy of the letter sent to Mr. Radcliff, Sec of the Dairy Workers in Seattle. This will explain what we have done in our effort to obtain a charter and the reasons we feel the Teamsters and Dairymen should units in this milk business. If the producers were Teamsters, the milk would be protected by your organization from the farm to the consumer, and we feel that this is absolutely necessary to obtain a successful relationship with all parties concerned.

On December 2, 1958 Mr. Cartwright, Exec. Director of the Tri-State Master Dairy Farmer's Guild Local 69, Milford, Penn. called me and asked me to send him the names and addresses of all our members and $5.00 per head. With this money he said he would go to Washington D.C. and get us a charter, pay the initiation fee and our first months dues into the International. On December 5, 1958 we sent a check for $500.00. On January 5 1959 we received a call from Mr. Jack Smith, Vice Pres of Joint Council 53, Philadelphia, Penn. He informed us that Mr. Cartwright had taken about $2000.00 from the Tri-State Master Dairy Farmer's Guild along with our $500.00 and left the country.

We would like your advice on the proper method to handle this unfortunate situation.

Our main concern is to obtain a charter. If you can do this for us we think that the United Milk Producer's Guild can and will be an asset to the Teamsters and an example of the proper way for the dairymen of the United States to elevate their vocation.

Please give us your serious consideration on this very important matter with a thought of the necessity of having farmers organized in an effective union for years to come.

The question we have in mind is--How can the economy be good with a bankrupt agriculture ?

Thank you for your consideration.

Sincerely, Jim Dziuk

Jim Dziuk-Sec-Treas.
United Milk Producer's
Guild
Deer Park, Washington

JDad

UNITED MILK PRODUCER'S GUILD
DEER PARK, WASHINGTON
% JIM DZIUK

Mr. Eric Radcliff
Teamsters Building
552 Denney Way
Seattle, Washington

Dear Sir:

In our recent telephone conversation you asked for a letter describing the conditions of the dairy farmers in our area and the reasons why we wanted to affiliate with the International Brotherhood of Teamsters. I believe the best way to do that is to give a short outline of what has taken place in the last five years. In 1953 and 1954 conditions in the milk business were, a small surplus of milk and the processors started a milk war at the expense of all of us producers, this bankrupt many and also made us realize that in order to live on a standard with the rest of the population of this country we must organize. At this time the Spokane Milk Producer's Association was founded with the idea that in time we would have sufficient strength to handle our own problems but as the organization grew in numbers we found out that we had no real power and the organization then became a haven for the processors "yes men".

In 1956 the board of our local unit met with Mr. Dustin of the A. F. L.-C. I. O. here in Spokane. He explained to us that we were small business men and therefore we could not join their union.

In the spring of this year, 1958, we received word that the International Brotherhood of Teamsters had granted the Tri-State Master Dairy Farmers Guild of Milford, Pennsylvania a charter. Immediately we contacted Mr. Cartwright, the Executive Director of the Tri-State Master Dairy Farmers Guild asking for

pertinent information on the procedure of obtaining a charter. He wrote a letter which we took to Mr. Abe Ruhl, the secretary of the Teamsters of Spokane. It was his personal opinion that as long as we were sincere and as long as the International had granted a charter to one group of dairy farmers they would grant us one alsoafter we were organized into a group, particularly if we had the majority of the producers in this area signed to our organization.

On August 11, 1958 the United Milk Producer's Guild held its first meeting which consisted of 15 farmers. Plans were made for the methods to be used in organizing and the building of a foundation of our Guild. The officers elected were Ervin Dyck, President; Millard West, Vice President; Jim Dziuk, Secretary-Treasurer; and trustees Kenneth Doggett, C. F. Phillips, and Grover Clark. Initiation fee at the present time is $5.00 per farm and no dues until we obtain the charter from the International. However, at the meeting of November 6, 1958 donations of $5.00 per month were asked for the hiring of a man on a part time basis to sign more members. The response was terrific. Almost every member donated immediately or promised to do so as soon as possible. Some are even enlarging the donation (see enclosed letter). The results of this are that our field man is signing 3 out of 4 parties contacted.

The full cooperation of the Guild members is a most amazing and gratifying thing to see after being in other farm groups. They feel that at last we have an organization that can and will do a job of getting them an equittable price for their milk and decent conditions for them to operate under.

We, as dairy farmers, are being discriminated against by the processors, Spokane Milk Producers Association and the United States Department of Agriculture, and some feel that the

Spokane Health Department has not treated them justly in the recent action charging them with watering their milk.

We have our investment, time, and usually a lifetime of work and savings in a business that the processor can destroy any day they feel like it. We feel that although we are selling a product to a handler, we are selling mostly labor in that product.

We have been in communication with Mr. Cartwright both by letter and by telephone. He has sent us a copy of their by-laws, contracts with the processors and court records of the Superior Court of New Jersey when the handlers tried to tie them up with injunctions. Their local "69" won their case in that trial. All of these contracts and records are available to you at your request.

On November 10, 1958 Mr. Cartwright called from Pennsylvania informing me that Mr. Jack Backus, a Vice President of the International had requested us to call Mr. Iener Mohn in San Francisco and that we should make every effort to get our Guild affiliated with the Teamsters as soon as possible. The information I received from Mr. Mohn's secretary was to contact you in Seattle. After contacting you I learned that the Spokane Milk Producers Association, in cooperation with the processors in Spokane, both independent and cooperative, have entered into a plan to take over all the hauling of the milk and also build a small plant to dispose of any surplus milk that might occur in the flush season. This means that any producer that is not a member of the Spokane Milk Producers Association could not ship any milk and that of course would stop the enlarging of our Guild This plan appears to me as simply a "smoke screen". It could not possibly work for any period of time, but it could give us union-minded people a real set-back.

Our immediate problem is this: In the first six weeks of our existence we signed 120 members to our Guild on the proposition

that we would receive a Chartar from the Teamsters for our own local. Now we feel we have nothing to sell until we receive that Charter and can show the remaining producers that this Guild is a going concern and that we mean business.

We have engaged Mr. Max Etter, who is the leading union attorney in Spokane. He is in complete sympathy with us and feels that we can be entirely successful in our crusade.

The price that we are receiving for our milk today is the lowest in actual figures that it has been in ten years. Then add the rise in cost of machinery, trucks, taxes, living, etc. you can realize the financial conditions that the dairymen are in. A good many dairymen have had to try to make ends meet by taking on outside jobs while their wives and children milk the cows.

Five years ago there were 1260 milk producers in this milk shed and today there are less than 840. This means that in order for the remaining producers to protect their property we must work from 10 to 14 hours a day milking more cows, which in turn creates a surplus and further depresses our price. This merry-go-round must stop! We feel that agriculture is a very important part of this country's economy, and when the farmers cannot buy the machinery, etc. he is seriously handicapping the laboring man in the factories and every other business and community.

In our opinion the Spokane Milk Shed is the ideal place to start a new venture like this, due to the fact that we have very little surplus milk and this would make the problems involved so much more simple.than in large surplus areas.

Please do everything possible for us in obtaining a Charter, as every day that passes without it makes our goal that much harder to reach.

Thank you for your cooperation and if you need more information please let me know.

INTERNATIONAL BROTHERHOOD
OF
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS
OF AMERICA

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

25 Taylor Street, Room 722
San Francisco 2, California

ADMINISTRATIVE FILE
Affiliate, Request to
Independent Union
California Bartenders,
Maids & Culinary Workers
re Mc Laddin, Idaho, Jr.

August 21, 1959

Mr. Harold J. Gibbons, Executive Assistant
to the General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Sir and Brother:

In reference to your communication of August 19 with enclosures regarding proposed conditions for affiliation with our organization by the Bartenders, Maids and Culinary Workers Union Local 598 of Oakland, California, I spoke on Tuesday, August 18 with a Mr. Harper who identified himself as a public relations man and executive manager of this particular Local.

I would like to point out that this is strictly a colored Local of maids, bartenders and culinary workers, with a membership of approximately 275 people. My advice to Mr. Harper was that this organization should properly be affiliated with the International Culinary Workers Union.

I then spoke with Tony Anselmo, Secretary of the Local Joint Executive Board of the Culinary Workers. Tony informed me that this group has given the Board considerable trouble by submitting contracts and letters, stating that they are in a position to supply maids, bartenders and culinary workers. The most recent instance was a large hotel now under construction in San Francisco, named the Jack Tarr. They communicated with this outfit, advising them that they were in a position to supply the culinary help.

I also told Mr. Harper of our close relations with the International Culinary Workers Union and that we were not in a position to issue a charter to any organization in that line of business.

Fraternally yours,

Joseph J. Diviny

JJD:r

Joseph J. Diviny
Vice President

INTERNATIONAL BROTHERHOOD
OF
TEAMSTERS, CHAUFFEURS, STABLEMEN & HELPERS
OF AMERICA

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

25 Taylor Street, Room 712
San Francisco 2, California

ADMINISTRATIVE FILE
Affiliate, Request to
Independent Union
California Bartenders,
Maids & Culinary Workers
Mc Laddin, Idaho, Jr.

August 21, 1959

Mr. Harold J. Gibbons, Executive Assistant
to the General President
International Brotherhood of Teamsters
25 Louisiane Avenue, N. W.
Washington 1, D. C.

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Fraternally yours,

Joseph J. Diviny

JJD:r

Joseph J. Diviny
Vice President

August 21, 1959

Mr. Frank W. Brewster, President
Joint Council of Teamsters No. 28
553 John Street
Seattle 9, Washington

Dear Sir and Brother:

I have received official notification from Harold J. Gibbons, Executive Assistant to the General President, to be present and chair the next membership meeting of Local Union No. 130 on Tuesday, September first.

I will arrive Monday evening, August 31 at approximately 7:00 p.m. via United Airliner Flight 689. I would, therefore, appreciate your making a single reservation for me at the Olympic Hotel for the nights of August 31 and September first and forwarding me written confirmation of same.

Fraternally yours,

R

Joseph J. Diviny
Vice President

cc: Mr. Harold J. Gibbons

CHARTER APPLICATION

Independent Union -
California Bartenders
and Culinary Workers

August 19, 1959

Mr. Joseph Diviny, Vice President
International Brotherhood of Teamsters
25 Taylor Street
San Francisco, California

Dear Sir and Brother:

Attached is a copy of a "Proposed Conditions for Affiliation Submitted by the California Bartenders, Maids and Culinary Workers Union Local 598 To the International Brotherhood of Teamsters.

May we have your comments and advice on this?

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh
Enc.

3

LOCAL 598

Califoraia Bartenders, Maids & Coliaary Workers Uaioa

5975 SHATTUCK AVENUE • OAKLAND 9, CALIFORNIA

TELEPHONE: OLYMPIC 5-7051

August 18, 1959

ADMINISTRATIVE FILE
Independent
X
X

OFFICERS

ADAM McFADDIN, JR.
PRESIDENT

LEROY WASHINGTON
EXECUTIVE VICE PRESIDENT

JESSE W. WYATT, JR.
SECRETARY

ISAAC HUDSON
TREASURER

HUEY HARPER
BUSINESS AGENT AND ORG. DIRECTOR

HENRY ROYAL
ASST. ORG. DIRECTOR

RUTH O. JEFFERIES
CORRESPONDING SECRETARY

WILLIAM E. GREENE
FIELD CO-ORDINATOR

Mr. James R. Hoffa, President
Internation Brotherhood of
Teamsters
25 Louisiana Avenue N. W.
Washington, D. C.

Dear Brother Hoffa:

Regarding the proposed conditions for affiliation submitted by the California Bartenders, Maids and Culinary Workers Union, Local 598 to the International Brotherhood of Teamsters. By this communication we are seeking your personal consideration in the way of assistence in recognizing the full impact of the survey and conditions. The proposed submitted for affiliation coatain the most humble and simply language.

The conditions of the survey actual reveal long unwanted suffering and lack of representation that unionism seek to serve.

As resourceful as the International Brotherhood of Teamsters are; the unorganized workers have every reason to believe with some assurance that the brotherhood of Teamsters will give every item its deserved evaluation. It will also find it possible to support this cry of the crying thousands of working people who we have identified and brought to yoer attention their condition of welfare and existance.

Yours, truly,

Adam McFaddin, Jr.

Brother Adam McFaddin, Jr. (President)

5975
Shallenberger W
Oakland
Calif.

PROPOSAL CONDITIONS FOR AFFILIATION SUBMITTED BY THE CALIFORNIA BARTENDERS, MAIDS AND CULINARY WORKERS UNION LOCAL 598 TO THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS.

1. The California Bartenders, Maids and Culinary Workers Union is a bonafide and independent Union at present operating in Alameda and San Francisco County.

2. The Union has an established membership in the above areas stated. 259 workers of which some 116 is represented by proposed contracts now being negotiated. Thus being established as an independent Union on the premises of the above activities and the followings:
(a) Wonder the need for union representation desired.
(b) The potential unorganized workers in the field of culinary work. In this proposal the California Bartenders, Maids and Culinary Workers Union seek affiliation with the International Brotherhood of Teamsters.

Survey
(a) The Union is established and dedicated to carry out the wishes of the workers it now represent, and organize the potential unorganized workers as the results of a requested survey by different groups in various locations. The survey was made by the President, Mr. Adam McFaddin, Jr. and the Vice President, Mr. Leroy Washington. The facts the survey revealed are the followings:
(a) In Northern California 4,500 workers in the culinary field are unorganized. In Alameda and San Francisco County where the Union is established the potential unorganized are 1,600
(b) In Southern California the unorganized are approximately 7,000. The total is 11,000 such workers.
(c) The Union is in compliance with the requirements section 9 (F) and (G) of the National Labor Relations Act on June 10, 1959. From that time until presently the Union maintains a bargaining position with more than two-thirds of the workers whom it represents.
(d) The attached documents may be considered as a part of this proposal.
1. A propose
2. A constitution

Union Policy
(1) To organize any and all unorganized workers in the culinary field having no regards of race or national origin.
(2) Maintain a position of representation in the institution of Unions.

Program To Organize
(1) With the advice and support of the Union which we seek affiliation or as an independant union reach the potential unorganized worker in their entirety for membership.
(2) Equip the union with the necessary facilities and resources required.
(3) Establish locals in each community where the need may exist.
(4) To establish a Union in keeping with Intra Union working relations with other Unions in each location wherein a local may be established.
(5) To equip the bar at the union headquarters for training and brush up activities.

I Imidiate assistance asaced.

1. Some substantial aid to maintain tha union present position, in collactiva cargaining which is a standerd wage deaaad and poor woraing coaditions.

2. Parpare to do what aay becoae necessary to gain recognition with tha aapleyers wha have aot yet requested a bargaining position with.

3. The cause for tha uaion prasent need is the result of a pickot line for two weeks to get recognition.

4. Cost for perparation for collective bargaining and bargaining.

5. Tha required and nocessary supplies ena contacts for organiving.

6. Maiataing a Uaioa office haadquarters.

7. The overall objective is te bring into tha fold 52,000 culinary workers unorganised represented by the Californie Bartenders, Maids aad Culiaary Workers Uaion affiliatad with the International Brotherhood of Teamsters.

THE CONSTITUTION
OF
CALIFORNIA BARTENDERS, MAIDS & CULINARY WORKERS UNION
LOCAL #598

I. Purpose: (a) Represent working condition.
(b) Wages
(c) Employment benefits of said members of Local #598.

II. The officers of siad organization will be:
(a) President
(b) Vice President
(c) Secretary
(d) Treasury
(e) Business Agent & Org. Director
(f) Business Agent & Assist. Direc.
(g) Field Coordinator
(h) Corresponding Secretary
(i) Sergeant-of-Arms

IV. Duties of officers as defined in "Robert Rules and Orders To be amemded by choice of organization.
(a) Board of Directors
(b) Board of Directors duties:
(1) Policy Making.
(2) Carry out said policy.

(a) Any and all officers may be recalled for failure to carry out duties of their respective office by a majority of members present at a regular meeting.

V. Term of office:
(a) President and Vice President--Four (4) years.
(b) All other such office--two (2) years.

VI. Membership by application only:
(a) Register voter
(b) Engaged or have been engaged in the positions represented by Local #598.

VII. Membership fees and dues:
(a) Joining fee--$90.00; Maxium;minimun $35.00
(b) Dues:
Minimun $4.25
Maxium $8.00

VIII. Assessment may not exceed $100.00 per year, per member. To be levied only by unanimous approval of the membership of Local 598.
(a) Fines for not attending regular meeting may be levied not to exceed $2.00 per meeting. Depending upon cause.

IX. Authorization for bargaining demands shall be made by the members, such demands shall be excised, by the Board of Directors.

X. Ratification of contract terms will be decided by the majority.

XI. Salary and compensation of said officers; namely. President, Vice President, Secretary, Treasury, Org. Director, & Assist. Director, Field Coordinator and Corresponding Secretary shall be determined by the Board of Directors.

XII. By-laws and rules for said Local 598 shall be adopted in the form of resolutions by the majority of its members at a meeting to be called by the President within sixty (60) days following adoption of this constitution.
(a) The by-law which maybe adopted shall be in keeping with each article so stipulated in this constitution.

XIII. Each member of the union shall be entitled to vote at each election of the officers of the union.

XIV. Authorization for strikes shall be by majority of membership; voted by ballot.

XV. Authorization for disbursement of union funds shall be in the authority of the President, Secretary and Treasury.

XVI. Meeting will be held monthly by the majority of members which are in attendent and in regular standing.

(a) Special meeting may be called by President and Vice President when their opinion is such th t it is in the best interest of the union.

DATED_____ AND SIGNED BY:

_____ _____

_____ _____

_____ _____

_____ _____

THE PURPOSE OF
THE CALIFORNIA BARTENDERS, MAIDS AND
CULINARY WORKERS UNION,
LOCAL 598

In the interest of giving service to the employed and unemployed, who now do serve and have served in the jobs, designated by crafts that this union represents; we the union have been prompted to so organize as an independent body, as a union, to become a part of the institution of unions under the premises of what we represent as a union, which heretofore has not been represented, but spell out the cause and represent the cause of true unionism.

A fair appraisal has not been evaluated in keeping with the economical condition and appraisal of the wants and needs of those who are primarily effected in the identity of our representation.

Among reason which have prompted, the employed and unemployed, the people of the community and the members of certain communities to prefer an independent local organization to that of a national organization of a union has been respected and treated as a desire

Its further purpose is to deal with local conditions on community levels. Conditions that the great national body may not reach in due time to prevent welfare hars to the individual worker in matters of grievances and dismissals. In such matters stated in the letter and all others in purpose, the basic and ground root representation is a necessity in the functions of true unionism.

In compliance with "National Labor Relations Act" we comply

President Adams McFadden, Jr.

ADMINISTRATIVE FILE
Affiliate, Request to
X Independent Union =
■ Seamen's Union
X Price, John M.

International Brotherhood of Seamen
EAST COAST DISTRICT

WO. 2-2379
132 Nassau St.
New York New York

August 12, 1959

International Brotherhood of Teamsters
25 Louisiana Avenue
N.W. Washington 1, D.C.

Dear Mr. Hoffa:

We are a recently formed Seamen's Union having a membership at present of about 300 full book members and 1,000 partially paid members.

Our Union was organized in April of this year for purpose of getting jobs and "Seamen's Papers" for those people interested in employment in the Maritime field as crewmembers, on ships or harbor craft.

As you know most of the American flag shipping companies have contracts with either the S.I.U. or the N.M.U. However we find there are two fields open to us with a very large potential membership that do not have contracts with either of the above Unions. These are the Military Sea Transportation Service, a government operated outfit and the so called runaway Foreign Flag operators.

We have contacted the M.S.T.S. and have an arrangement with them where by they call us when they have a shortage of men to man their ships. We have placed about 30 of our members aboard these ships in the past three weeks. As to the Foreign Flag Ships we have been a few of the larger fleet operators and find them very much interested in signing contracts with our Union. At present they have contracts with some Greek Union but want to make a change. We are going to get together again and work out the details on this in the near future. These operators also operate American Flag ships which are manned by S.I.U. or N.M.U. but they asked us if we would contract some future American Flag Ships they are in the process of building.

135

We have now reached the point where we feel we need to affiliate with a larger organization before proceeding further. With this in view we spoke by telephone to Mr. John O'Rourke and he advised us you would be the one to contact regarding an affiliation with the International Brotherhood of Teamsters.

We have some other ideas regarding organization in this field but will wait until we can get together and talk these over.

Awaiting an early reply.

Very truly yours,

John H. Price

John H. Price, sec-trea.
International Brotherhood of Seamen

ADMINISTRATIVE FILE
Affiliate, Request to
X Hackensack Bell
X General Telephone
Company of California
CSA-CSO - Communica-
tion Workers of America

June 30, 1959

Miss Anna Belle Hakes
11956 McDonald Street
Culver City, California

Dear Miss Hakes:

We have received your communication of June 25 and June 27 (with the enclosures) in which you are requesting organizational assistance on behalf of the employees of the General Telephone System to join the Teamsters Union.

I have discussed this with President Hoffa and he has again reiterated our firm policy of not participating in any raids on established bargaining units of any other Union. I am, therefore, writing to advise you that we are unable to be of any assistance to you and cannot admit the people you represent into membership in our organization.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk

June 17, 1959
11956 McDonald St.
Culver City, Calif.

Dear Mr. Hoffa:

The decision to contact you was not made in haste; we have been considering this for some time. We have read everything we could obtain about your career and of course watched the recent television presentation. We hope you will be as interested in us.

The enclosures will further acquaint you with our problems.

Would it be possible for one of your attorneys here to contact us? We are badly in need of legal advice.

One of our people has asked me to contact Senator Kennedy

so he can make a sworn statement concerning collusion between [redacted] and management. I feel this is unnecessary and have persuaded him to wait until I have a chance to make arrangements for an independent union.

Since the others are leaving the entire matter up to us we have insisted that no questions be asked about any help we may obtain. We will take full responsibility for the entire project.

The address I am using for "Alice" is Obando's - a hotel.

May we hear from you soon?

Sincerely yours,

Anna Belle Hakes

June 25, 1959
11956 McDonald Street
Culver City, Calif.

Dear Mr. Hoffa:

The enclosed material will explain why I didn't use my name when placing a call to you.

C.W.A. is close to the heart(?) of General and without value to the per diem worker. As a former steward, who has dropped out as a dues paying member, I fel qualified to make such a statement.

Many of our people carry IBEW cards and would very much like a union to represent them. Since the eastern group fighting C.W.A. unwisely mentioned I.B.E.W. in their bulletins the resultant furor in Washington makes aid from that source very unlikely.

To create an independent union, force an election, and defeat CWA will take a strong, tough personality who can surmount many obstacles. It won't be easy but it certainly isn't impossible.

Three of us, Pete Watt, Emil Abando and I, form a group that neither management or CWA can understand. We are absolutely loyal to each other, work hard at our jobs, keep our plans secret until we are ready to act, and are not afraid to express ourselves. Everything possible to intimidate us has been tried but we manage to survive.

About three weeks ago Mr. Abando and I razzle dazzled an appointment with Leroy Lattin, president of this division, to present an employees petition. We managed this without revealing our identity or purpose until the interview. This unprecedented action caused a little unhappiness among the department heads all the way up. The resultant conferences are still in progress.

As a result of this interview our supervisors set up another trap for me but misfired and terminated Mr. Abando (my body guard as they term him) for insubordination after threatening him, etc.

To protest this action I made an immediate visit to Carl Von Hake, personel manager. (Mr. Lattin was out of town). Mr. Von Hake was unhappy about our conversation with Mr. Lattin and we had a few words about that. After a few firm declarations on both sides he called Mr. Hallbeck, head of the plant department in which we three non-conformists work, and sent me to see him. Snow job by Hallbeck, left his office with a firm hand shake and a feeling of having talked into a vacuum. Both advised me to file a grievance thru C.W.A. Refused in no uncertain terms.

I called Mr. Lattin's office on Monday and was told he would be in on Tuesday. Tuesday morning I called and asked

Mr. Lattin to see Watt, Abando, and I. He explained he had just reached his office and had a memo on his desk but would have to confer with his boys. I pressed for an appointment but he felt it was a matter for grievance procedure. I told him I thought he should see us as we feel action was taken as a direct result of our conversation with him. I told him I would check with his secretary for a definite answer after he had an opportunity to confer with his assistants. I called in the afternoon and received an evasive answer from Mrs. Wallace. I called again the following afternoon and was given a flat "no". We are prepared to fight this unfair dismissal.

Mr. Watt, past president of our local, has worked for the company about ~~te~~ years, I have twelve years sinority, three in management, and Mr. Abando, a former steward, two years.

During negotiations this spring, so many employees were jeering CWA's

poor showing, a strike was weakly threatened. It was noted what our attitude would be in such an event we were firm in declaring we would never cross a picket line - not even C.W.A.'s. Of course, they probably will file under the Supreme Court decision of June, 1958 for wages lost.

This is a bare outline of our latest bout with management; we will fill in back ground and details when we can talk with you.

C.W.A. was never well organized and is losing members every day. You realize that telephone workers are rabbits. We are constantly requested to start an independent union as they are anxious for leaders who are willing to take full responsibility and risks involved.

Our people come to us for advise and to make complaints, completely ignoring C.W.A. Both management and C.W.A. asked for the petition which was subsequently turned over to us

and triggred our latest escapade.

We have reason to belive our phones are monitored so writing is the best means of communication. If you do not wish to sign letters, or if you do phone, use code "Uncle Frank".

Abando and I will meet with you at your convenience.

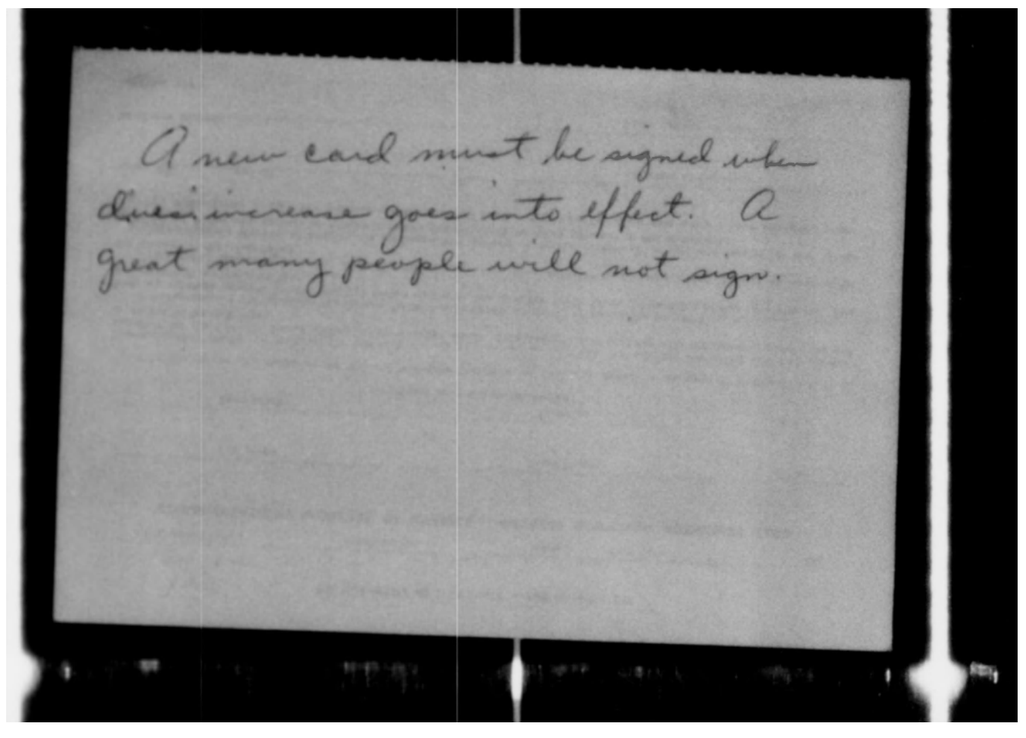
Sincerely yours,

Anna Belle Hakes

ANNA BELLE HAKES
11956 McDonald Street
Culver City, Calif.
EXmont 7-7519

P.S. Pete Watt is at present in the hospital with a back injury sustained on the job.

A. B. H.


A new card must be signed when
dues increase goes into effect. A
great many people will not sign.

DO NOT WRITE IN THIS SPACE — FOR PAYROLL USE

Employee Name | Employee No. | Payroll | Dept. Code | Exch. | Dept.

COMMUNICATIONS WORKERS OF AMERICA — PAYROLL DEDUCTION AUTHORITY CARD

Last Name | Given Name | Initial

Department | Exchange | District

(Please print above information)

I hereby request and authorize the General Telephone Company of Calif., to deduct in payment of membership dues of Communications Workers of America, the sum of $_____ from my earnings (including sick and accident benefits) for the first pay period ending in the calendar month. Such deductions to continue until the authority hereby granted is revoked by me in writing.

I further request and authorize the General Telephone Company of Calif., to deduct the sum of $_____ from my earnings payable for the first pay period ending in the calendar month following the filing of this card with you. This sum represents my initiation fee.

The General Telephone Company of Calif., shall pay all such sums deducted to Communications Workers of America for the account of the undersigned.

Communications Workers of America, its successors and assigns, is hereby authorized to sign and receipt for and in my name the said sums. The delivery to it/them is hereby acknowledged as being payment to the undersigned.

This authorization cancels any previous authorization for payroll deductions for union dues which I have heretofore given.

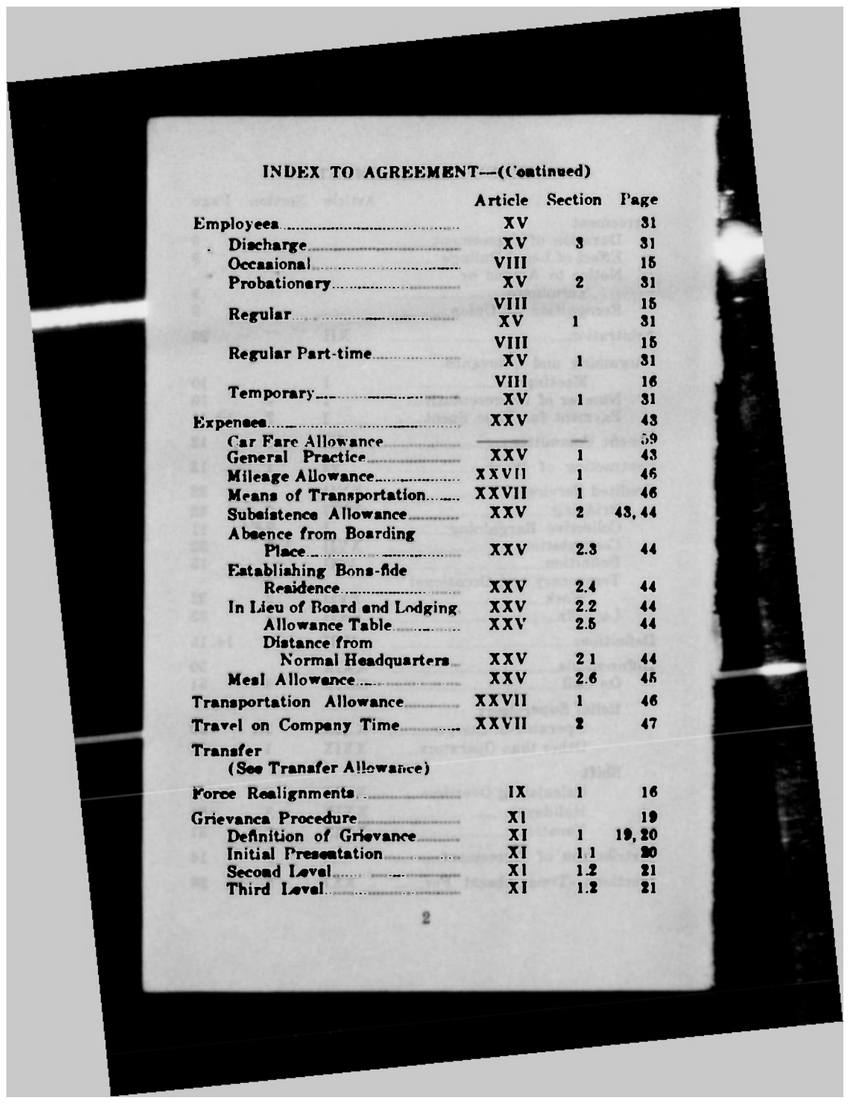
Dated this _____ day of _____, 19____ _____
Signature of Employee

Residence address _____ _____
Social Security Number

144 CITY _____ STATE _____

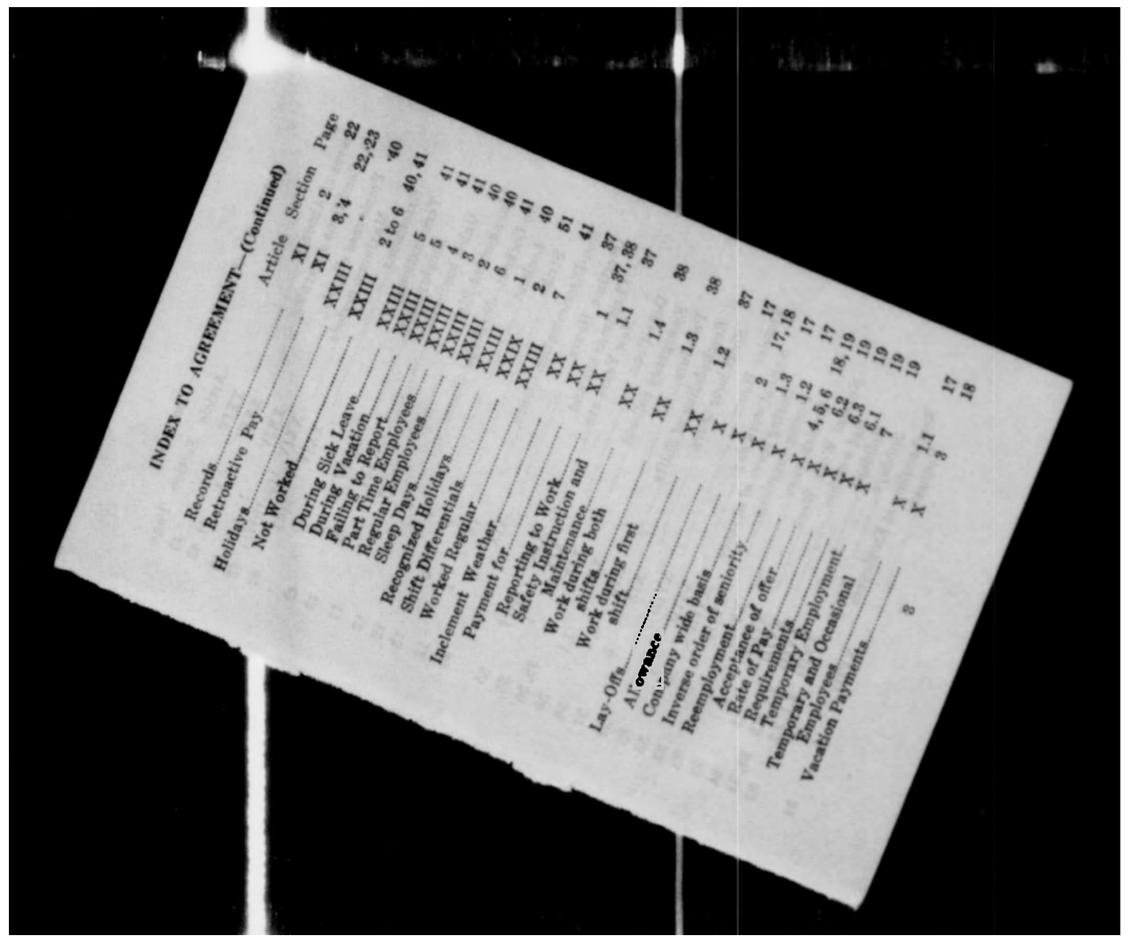
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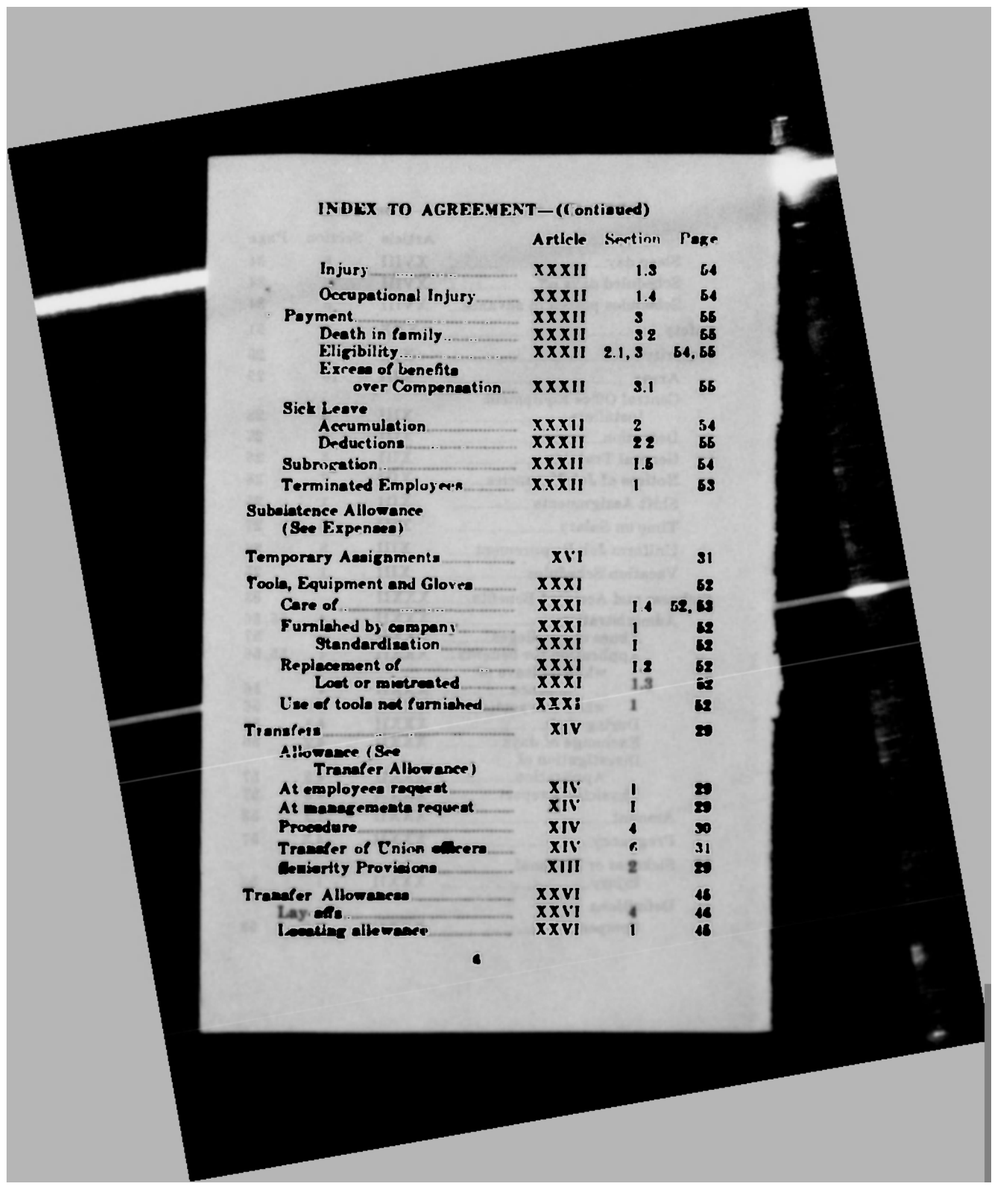
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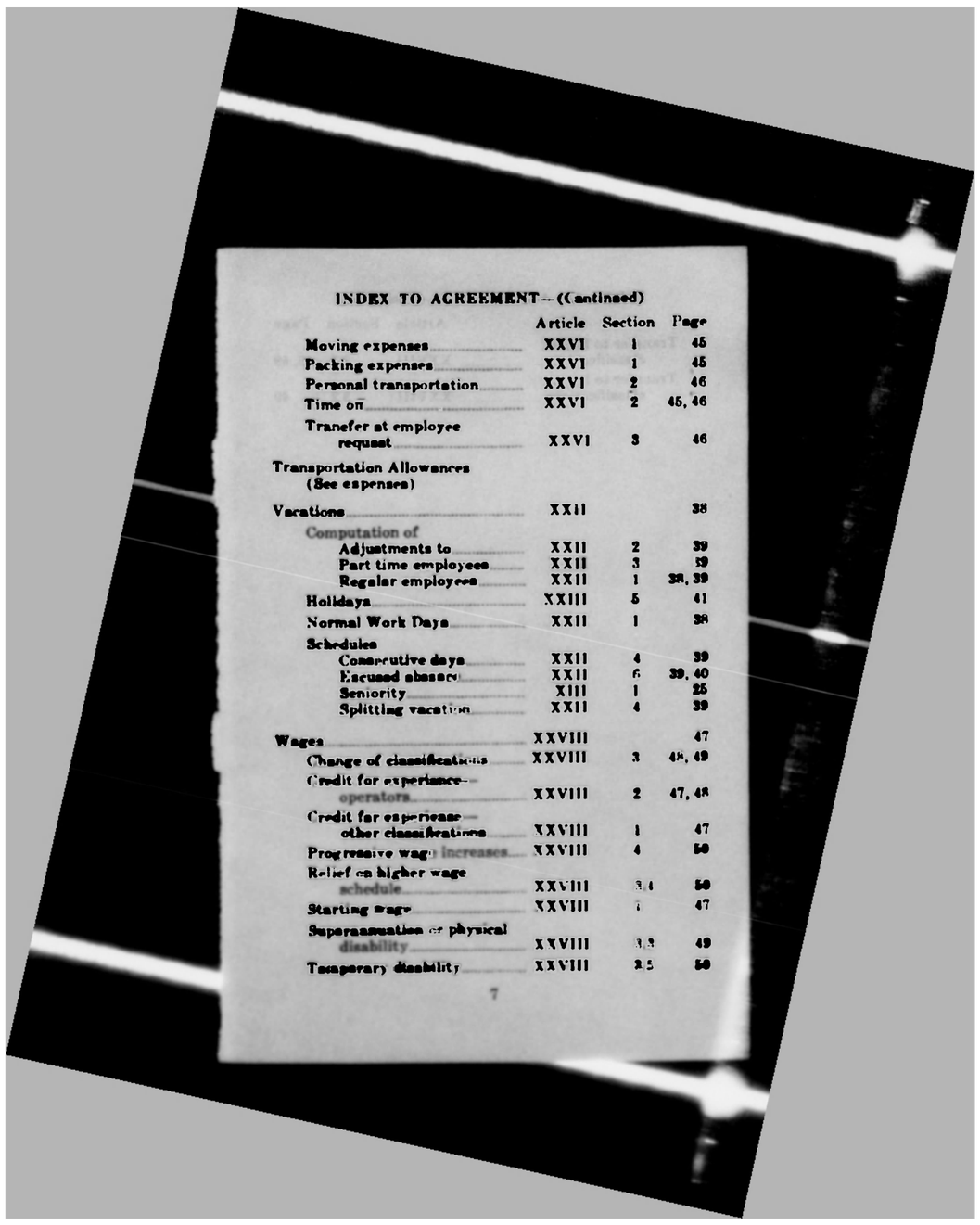
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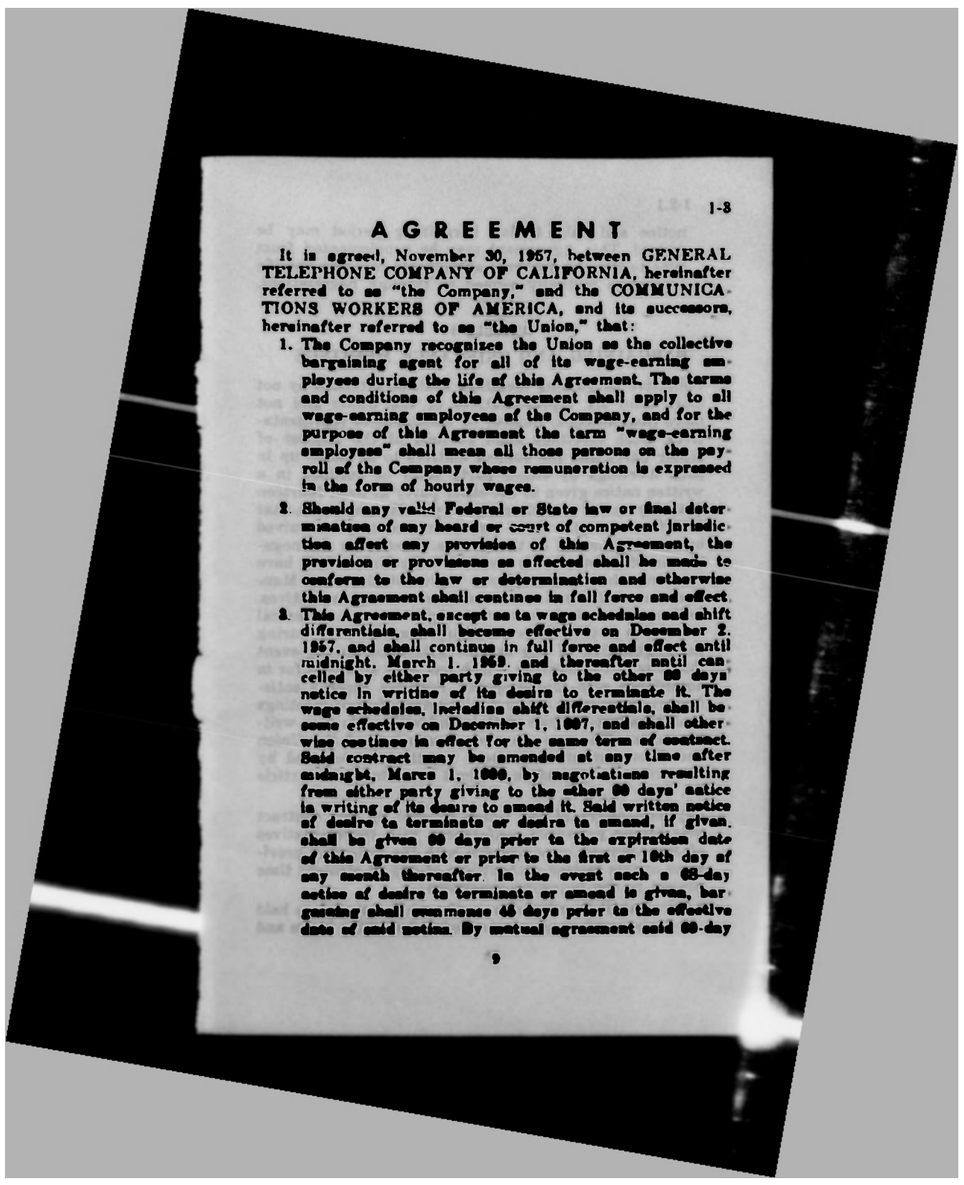


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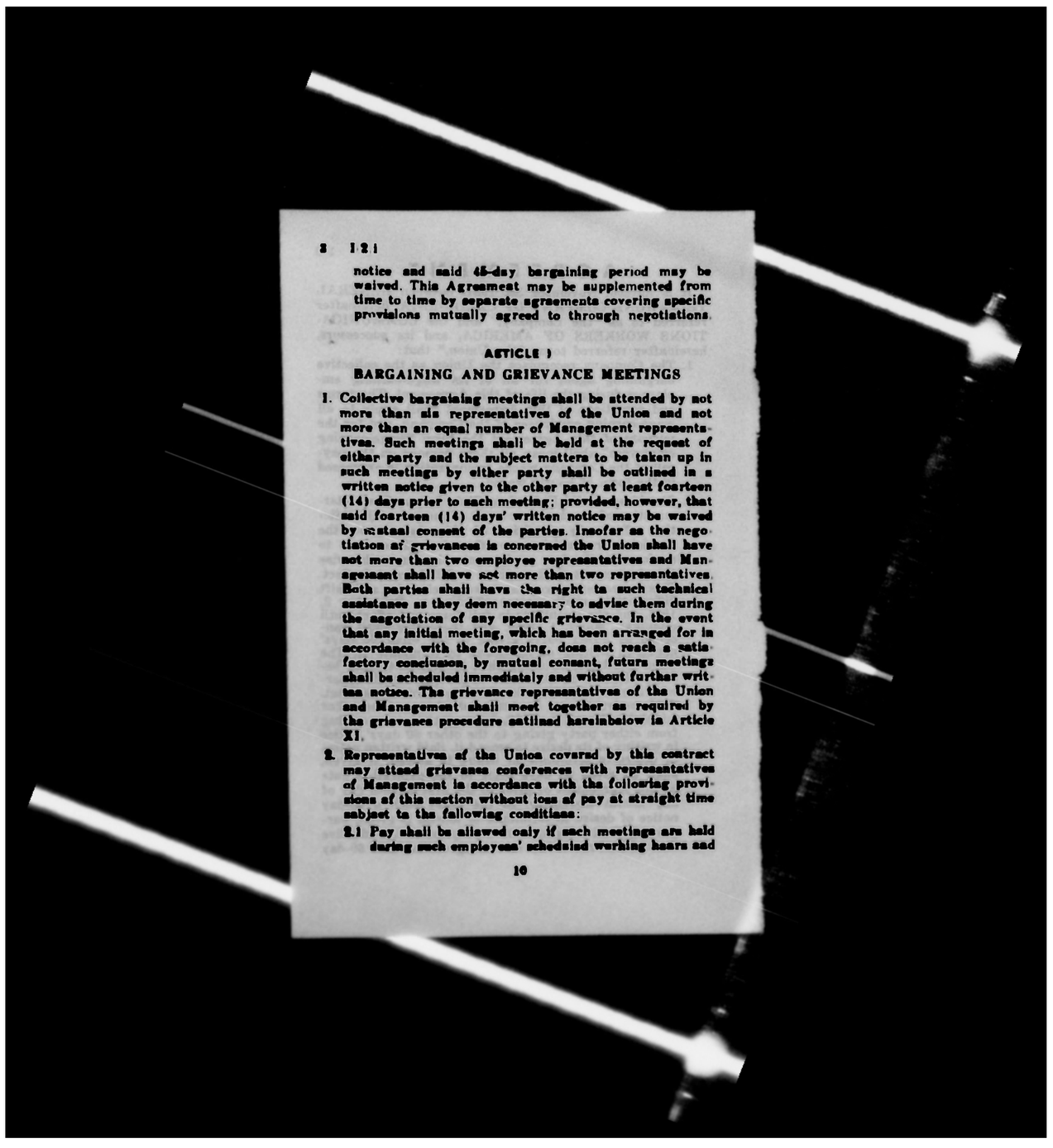


1-8

AGREEMENT

It is agreed, November 30, 1957, between GENERAL TELEPHONE COMPANY OF CALIFORNIA, hereinafter referred to as "the Company," and the COMMUNICATIONS WORKERS OF AMERICA, and its successors, hereinafter referred to as "the Union," that:

1. The Company recognizes the Union as the collective bargaining agent for all of its wage-earning employees during the life of this Agreement. The terms and conditions of this Agreement shall apply to all wage-earning employees of the Company, and for the purpose of this Agreement the term "wage-earning employees" shall mean all those persons on the payroll of the Company whose remuneration is expressed in the form of hourly wages.
2. Should any valid Federal or State law or final determination of any board or court of competent jurisdiction affect any provision of this Agreement, the provision or provisions so affected shall be made to conform to the law or determination and otherwise this Agreement shall continue in full force and effect.
3. This Agreement, except as to wage schedules and shift differentials, shall become effective on December 2, 1957, and shall continue in full force and effect until midnight, March 1, 1960, and thereafter until cancelled by either party giving to the other 60 days' notice in writing of its desire to terminate it. The wage schedules, including shift differentials, shall become effective on December 1, 1957, and shall otherwise continue in effect for the same term of contract. Said contract may be amended at any time after midnight, March 1, 1960, by negotiations resulting from either party giving to the other 60 days' notice in writing of its desire to amend it. Said written notice of desire to terminate or desire to amend, if given, shall be given 60 days prior to the expiration date of this Agreement or prior to the first or 10th day of any month thereafter. In the event such a 60-day notice of desire to terminate or amend is given, bargaining shall commence 45 days prior to the effective date of said notice. By mutual agreement said 60-day



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notice and said 45-day bargaining period may be waived. This Agreement may be supplemented from time to time by separate agreements covering specific provisions mutually agreed to through negotiations.

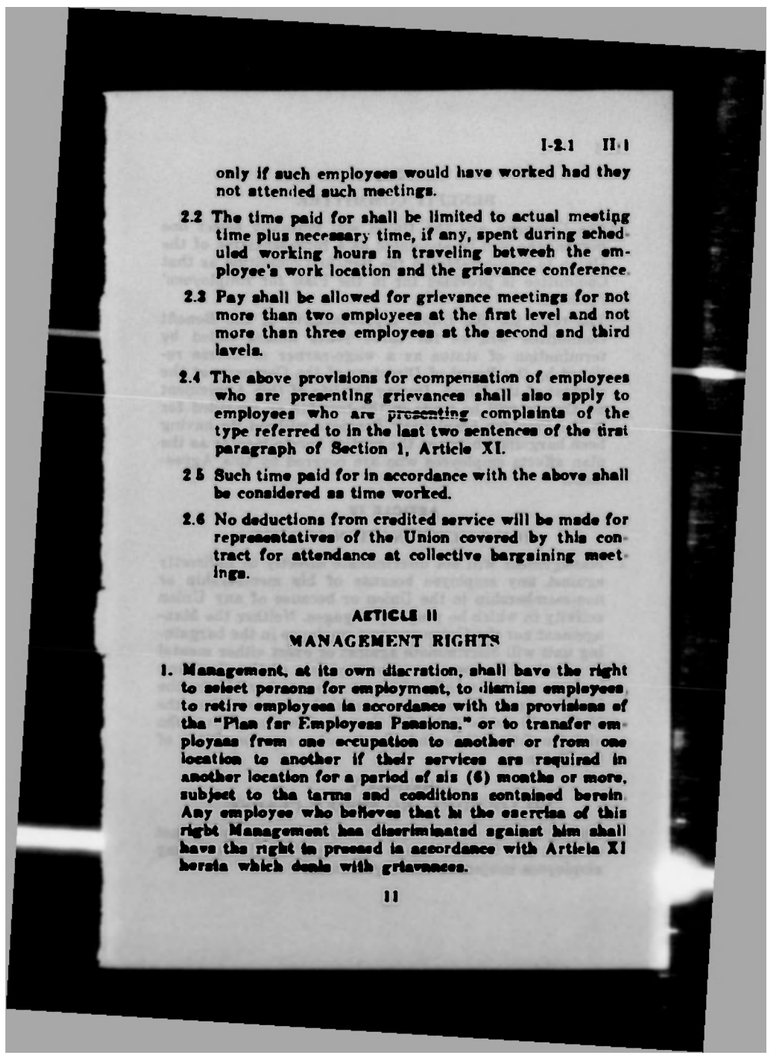
ARTICLE I

BARGAINING AND GRIEVANCE MEETINGS

1. Collective bargaining meetings shall be attended by not more than six representatives of the Union and not more than an equal number of Management representatives. Such meetings shall be held at the request of either party and the subject matters to be taken up in such meetings by either party shall be outlined in a written notice given to the other party at least fourteen (14) days prior to such meeting; provided, however, that said fourteen (14) days' written notice may be waived by mutual consent of the parties. Insofar as the negotiation of grievances is concerned the Union shall have not more than two employee representatives and Management shall have not more than two representatives. Both parties shall have the right to such technical assistance as they deem necessary to advise them during the negotiation of any specific grievance. In the event that any initial meeting, which has been arranged for in accordance with the foregoing, does not reach a satisfactory conclusion, by mutual consent, future meetings shall be scheduled immediately and without further written notice. The grievance representatives of the Union and Management shall meet together as required by the grievance procedure outlined hereinbelow in Article XI.

2. Representatives of the Union covered by this contract may attend grievance conferences with representatives of Management in accordance with the following provisions of this section without loss of pay at straight time subject to the following conditions:

2.1 Pay shall be allowed only if such meetings are held during such employees' scheduled working hours and



only if such employees would have worked had they not attended such meetings.

2.2 The time paid for shall be limited to actual meeting time plus necessary time, if any, spent during scheduled working hours in traveling between the employee's work location and the grievance conference.

2.3 Pay shall be allowed for grievance meetings for not more than two employees at the first level and not more than three employees at the second and third levels.

2.4 The above provisions for compensation of employees who are presenting grievances shall also apply to employees who are presenting complaints of the type referred to in the last two sentences of the first paragraph of Section 1, Article XI.

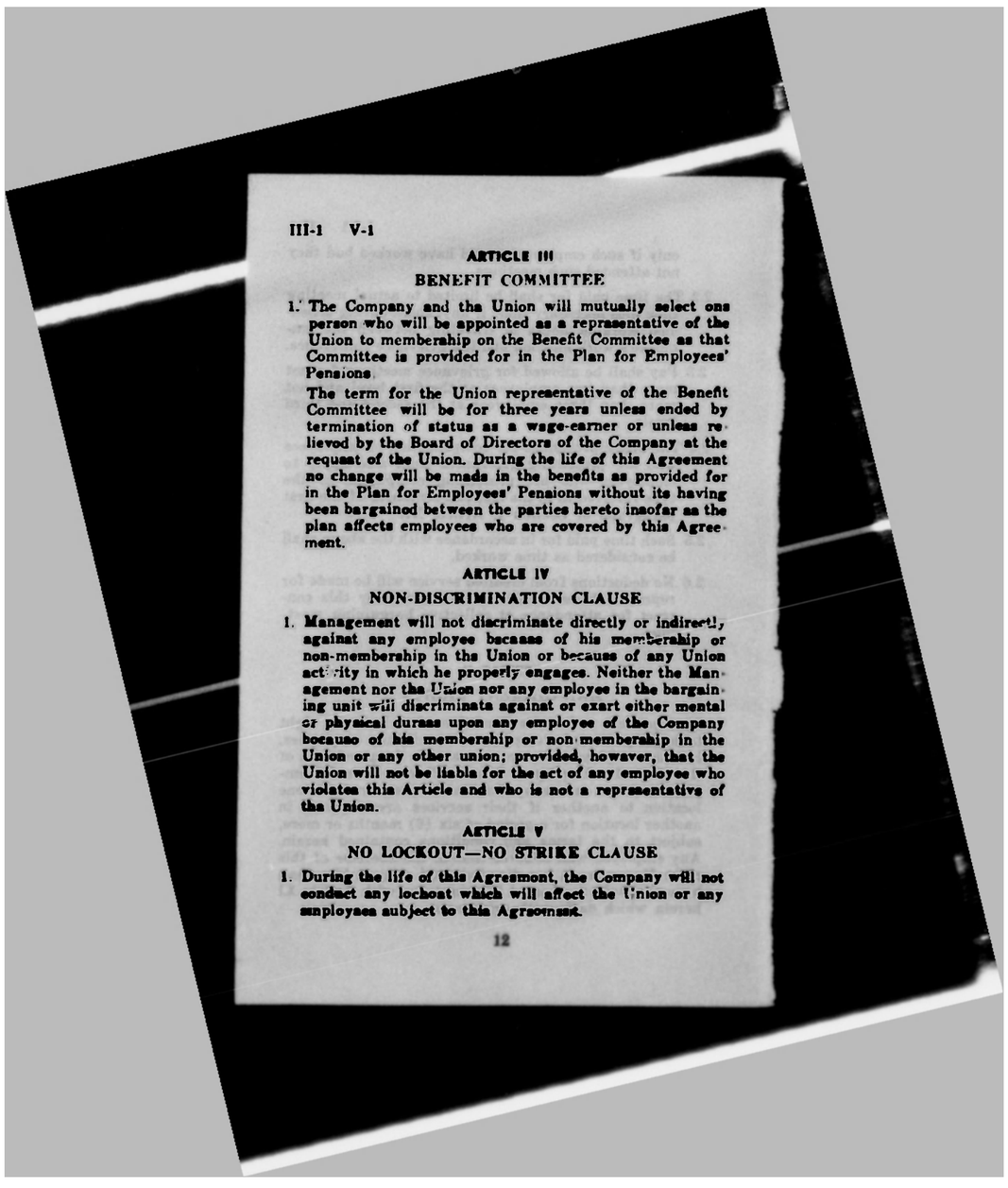
2.5 Such time paid for in accordance with the above shall be considered as time worked.

2.6 No deductions from credited service will be made for representatives of the Union covered by this contract for attendance at collective bargaining meetings.

ARTICLE II

MANAGEMENT RIGHTS

1. Management, at its own discretion, shall have the right to select persons for employment, to dismiss employees, to retire employees in accordance with the provisions of the "Plan for Employees Pensions," or to transfer employees from one occupation to another or from one location to another if their services are required in another location for a period of six (6) months or more, subject to the terms and conditions contained herein. Any employee who believes that in the exercise of this right Management has discriminated against him shall have the right to proceed in accordance with Article XI herein which deals with grievances.



III-1 V-1

ARTICLE III

BENEFIT COMMITTEE

1. The Company and the Union will mutually select one person who will be appointed as a representative of the Union to membership on the Benefit Committee as that Committee is provided for in the Plan for Employees' Pensions.

The term for the Union representative of the Benefit Committee will be for three years unless ended by termination of status as a wage-earner or unless relieved by the Board of Directors of the Company at the request of the Union. During the life of this Agreement no change will be made in the benefits as provided for in the Plan for Employees' Pensions without its having been bargained between the parties hereto insofar as the plan affects employees who are covered by this Agreement.

ARTICLE IV

NON-DISCRIMINATION CLAUSE

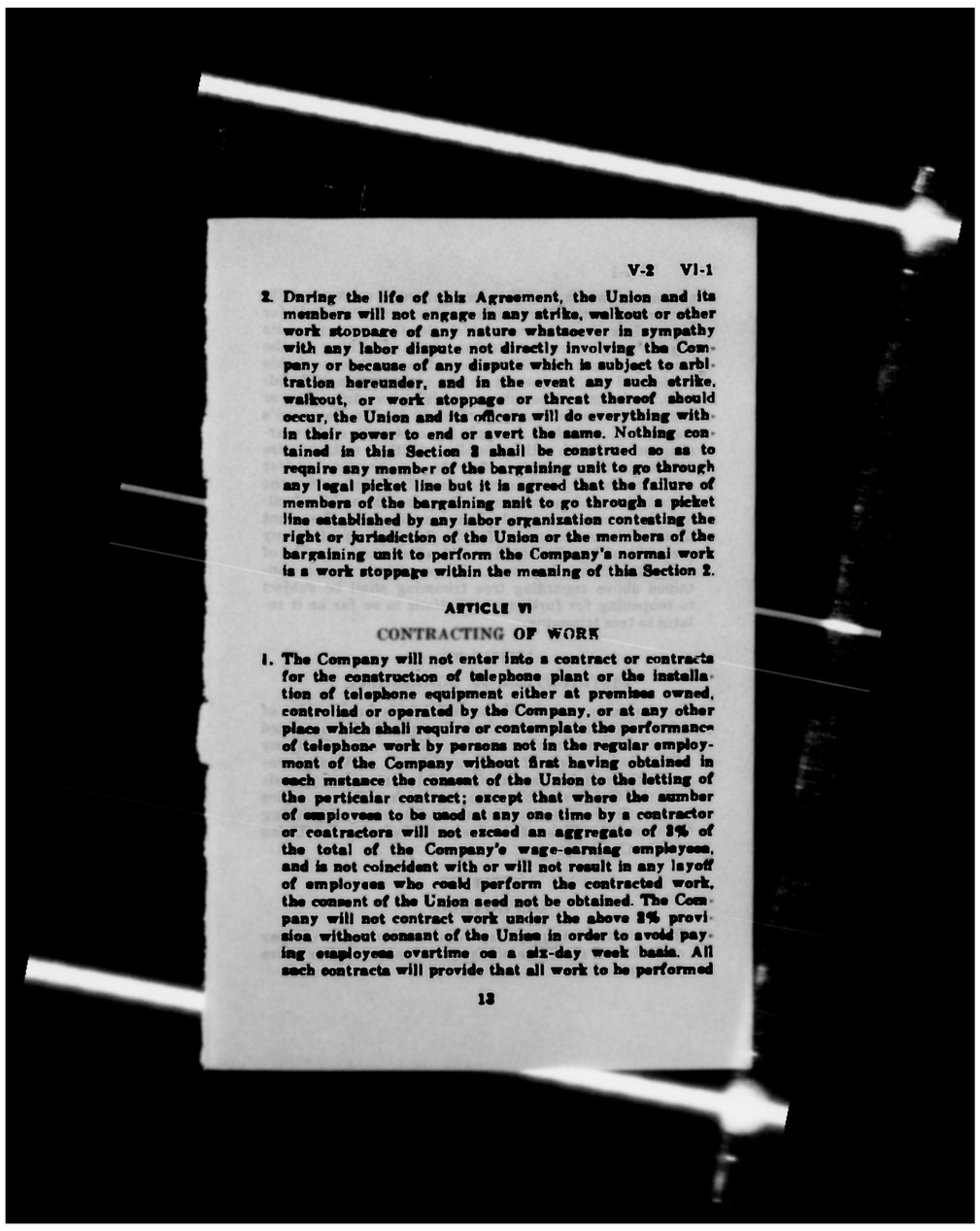
1. Management will not discriminate directly or indirectly against any employee because of his membership or non-membership in the Union or because of any Union activity in which he properly engages. Neither the Management nor the Union nor any employee in the bargaining unit will discriminate against or exert either mental or physical duress upon any employee of the Company because of his membership or non-membership in the Union or any other union; provided, however, that the Union will not be liable for the act of any employee who violates this Article and who is not a representative of the Union.

ARTICLE V

NO LOCKOUT—NO STRIKE CLAUSE

1. During the life of this Agreement, the Company will not conduct any lockout which will affect the Union or any employees subject to this Agreement.

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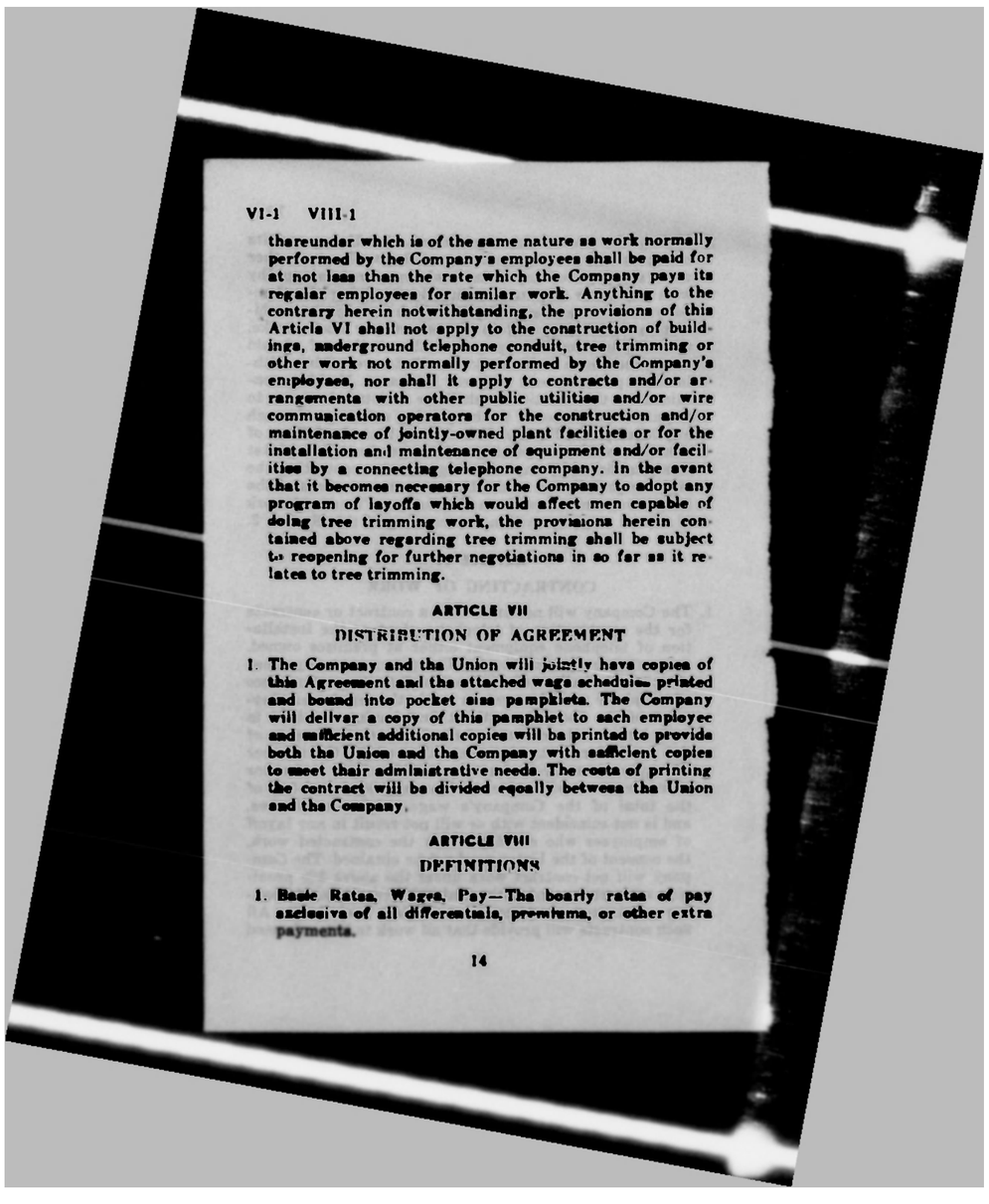
V-2 VI-1

2. During the life of this Agreement, the Union and its members will not engage in any strike, walkout or other work stoppage of any nature whatsoever in sympathy with any labor dispute not directly involving the Company or because of any dispute which is subject to arbitration hereunder, and in the event any such strike, walkout, or work stoppage or threat thereof should occur, the Union and its officers will do everything within their power to end or avert the same. Nothing contained in this Section 2 shall be construed so as to require any member of the bargaining unit to go through any legal picket line but it is agreed that the failure of members of the bargaining unit to go through a picket line established by any labor organization contesting the right or jurisdiction of the Union or the members of the bargaining unit to perform the Company's normal work is a work stoppage within the meaning of this Section 2.

ARTICLE VI

CONTRACTING OF WORK

1. The Company will not enter into a contract or contracts for the construction of telephone plant or the installation of telephone equipment either at premises owned, controlled or operated by the Company, or at any other place which shall require or contemplate the performance of telephone work by persons not in the regular employment of the Company without first having obtained in each instance the consent of the Union to the letting of the particular contract; except that where the number of employees to be used at any one time by a contractor or contractors will not exceed an aggregate of 3% of the total of the Company's wage-earning employees, and is not coincident with or will not result in any layoff of employees who could perform the contracted work, the consent of the Union need not be obtained. The Company will not contract work under the above 3% provision without consent of the Union in order to avoid paying employees overtime on a six-day week basis. All such contracts will provide that all work to be performed



VI-1 VIII-1

thereunder which is of the same nature as work normally performed by the Company's employees shall be paid for at not less than the rate which the Company pays its regular employees for similar work. Anything to the contrary herein notwithstanding, the provisions of this Article VI shall not apply to the construction of buildings, underground telephone conduit, tree trimming or other work not normally performed by the Company's employees, nor shall it apply to contracts and/or arrangements with other public utilities and/or wire communication operators for the construction and/or maintenance of jointly-owned plant facilities or for the installation and maintenance of equipment and/or facilities by a connecting telephone company. In the event that it becomes necessary for the Company to adopt any program of layoffs which would affect men capable of doing tree trimming work, the provisions herein contained above regarding tree trimming shall be subject to reopening for further negotiations in so far as it relates to tree trimming.

ARTICLE VII

DISTRIBUTION OF AGREEMENT

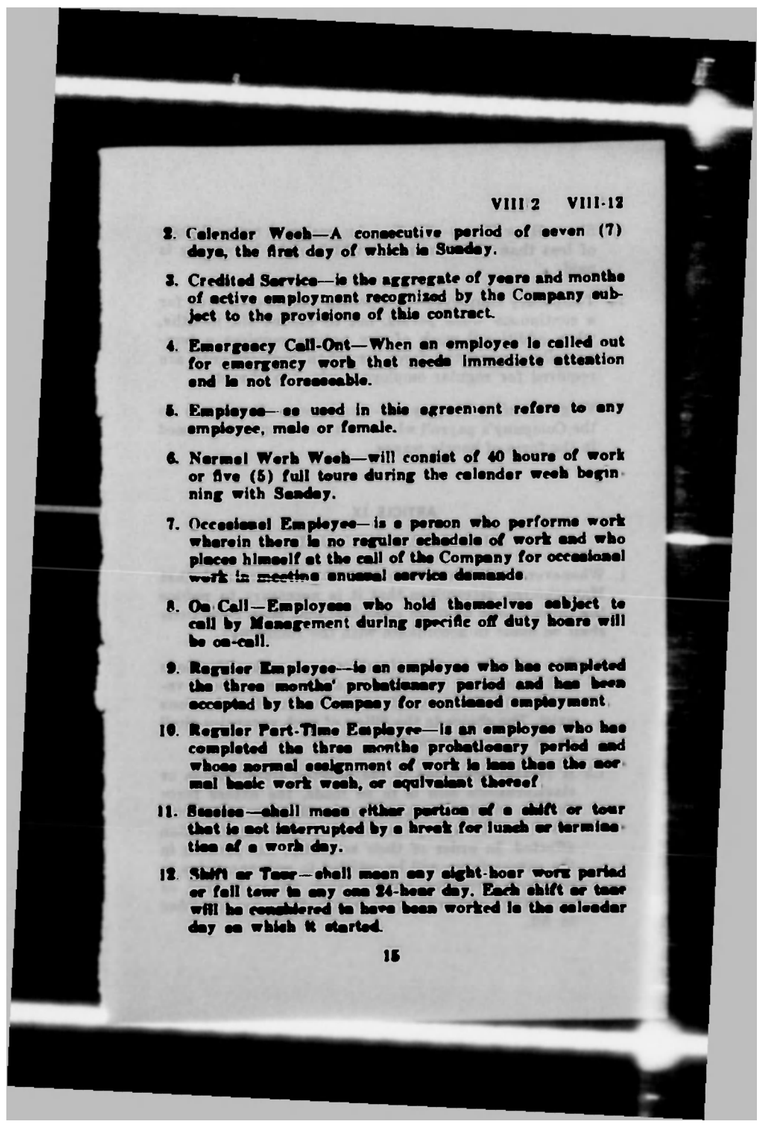
1. The Company and the Union will jointly have copies of this Agreement and the attached wage schedules printed and bound into pocket size pamphlets. The Company will deliver a copy of this pamphlet to each employee and sufficient additional copies will be printed to provide both the Union and the Company with sufficient copies to meet their administrative needs. The costs of printing the contract will be divided equally between the Union and the Company.

ARTICLE VIII

DEFINITIONS

1. Basic Rates, Wages, Pay—The hourly rates of pay exclusive of all differentials, premiums, or other extra payments.

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2. Calendar Week—A consecutive period of seven (7) days, the first day of which is Sunday.

3. Credited Service—is the aggregate of years and months of active employment recognized by the Company subject to the provisions of this contract.

4. Emergency Call-Out—When an employee is called out for emergency work that needs immediate attention and is not foreseeable.

5. Employee—as used in this agreement refers to any employee, male or female.

6. Normal Work Week—will consist of 40 hours of work or five (5) full tours during the calendar week beginning with Sunday.

7. Occasional Employee—is a person who performs work wherein there is no regular schedule of work and who places himself at the call of the Company for occasional work in meeting unusual service demands.

8. On Call—Employees who hold themselves subject to call by Management during specific off duty hours will be on-call.

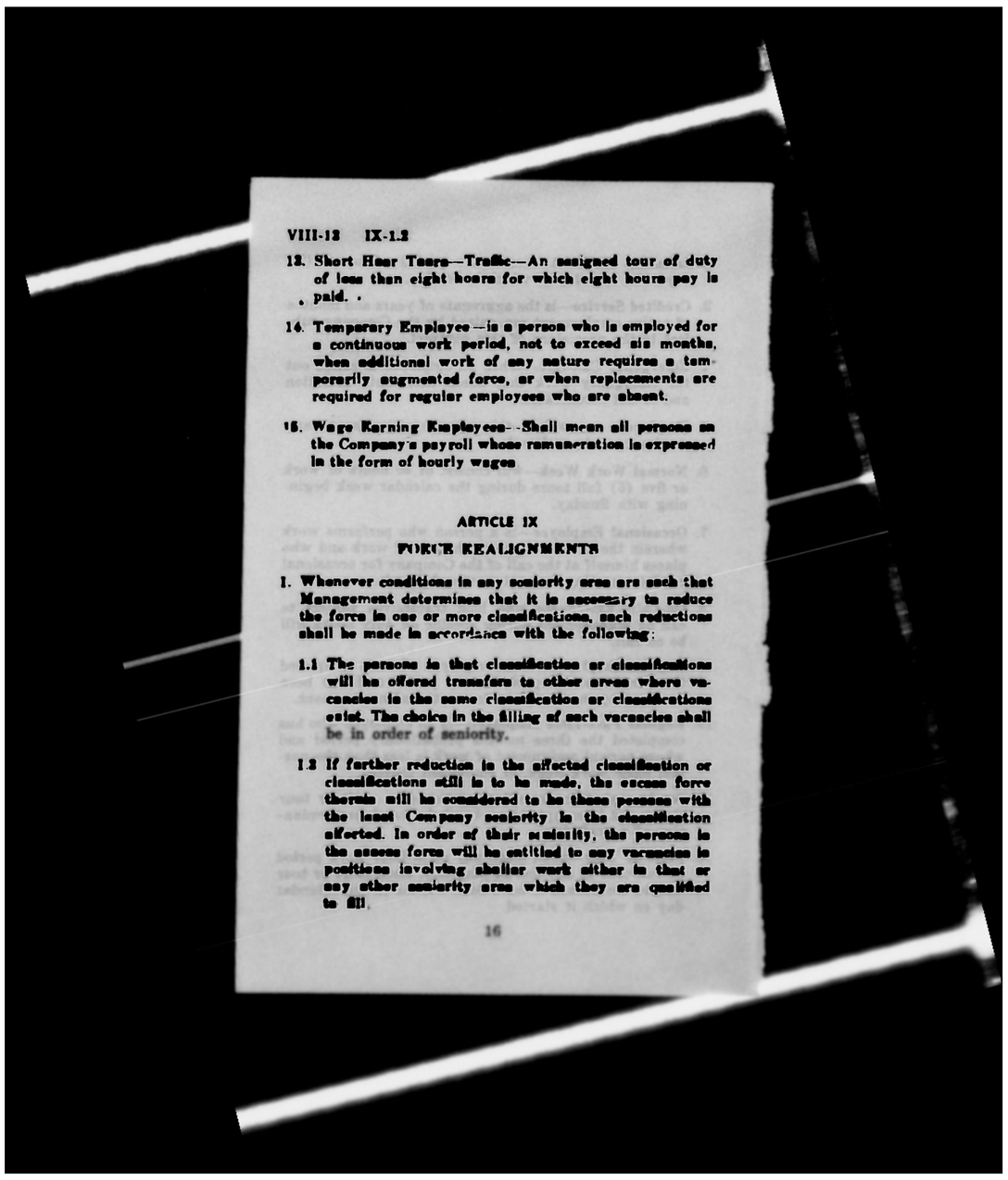
9. Regular Employee—is an employee who has completed the three months' probationary period and has been accepted by the Company for continued employment.

10. Regular Part-Time Employee—is an employee who has completed the three months probationary period and whose normal assignment of work is less than the normal basic work week, or equivalent thereof.

11. Session—shall mean either portion of a shift or tour that is not interrupted by a break for lunch or termination of a work day.

12. Shift or Tour—shall mean any eight-hour work period or full tour in any one 24-hour day. Each shift or tour will be considered to have been worked in the calendar day on which it started.

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12. Short Hour Tours—Traffic—An assigned tour of duty of less than eight hours for which eight hours pay is paid.

14. Temporary Employee—is a person who is employed for a continuous work period, not to exceed six months, when additional work of any nature requires a temporarily augmented force, or when replacements are required for regular employees who are absent.

15. Wage Earning Employees—Shall mean all persons on the Company's payroll whose remuneration is expressed in the form of hourly wages.

ARTICLE IX

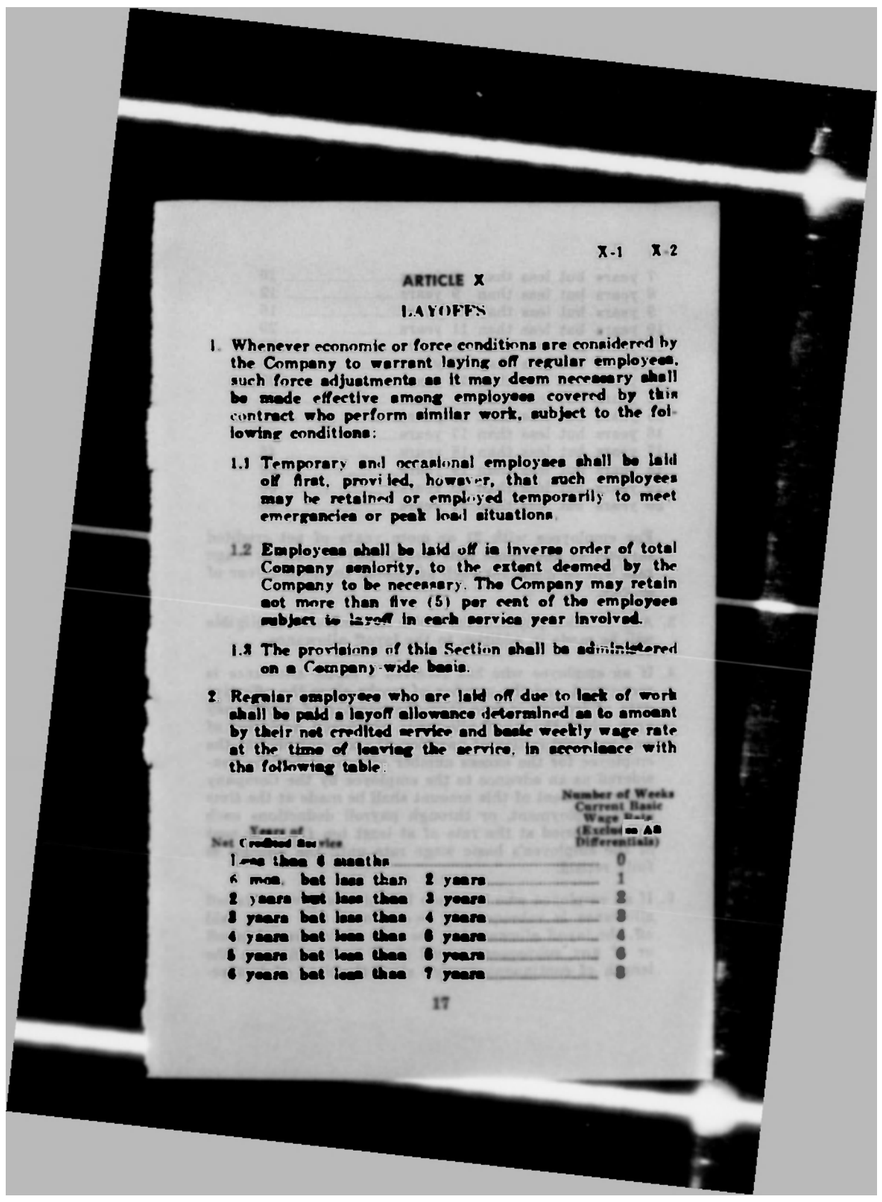
FORCE REALIGNMENTS

1. Whenever conditions in any seniority area are such that Management determines that it is necessary to reduce the force in one or more classifications, such reductions shall be made in accordance with the following:

1.1 The persons in that classification or classifications will be offered transfers to other areas where vacancies in the same classification or classifications exist. The choice in the filling of such vacancies shall be in order of seniority.

1.2 If further reduction in the affected classification or classifications still is to be made, the excess force therein will be considered to be those persons with the least Company seniority in the classification affected. In order of their seniority, the persons in the excess force will be entitled to any vacancies in positions involving shorter work either in that or any other seniority area which they are qualified to fill.

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ARTICLE X

LAYOFFS

1. Whenever economic or force conditions are considered by the Company to warrant laying off regular employees, such force adjustments as it may deem necessary shall be made effective among employees covered by this contract who perform similar work, subject to the following conditions:

   1.1 Temporary and occasional employees shall be laid off first, provided, however, that such employees may be retained or employed temporarily to meet emergencies or peak load situations.

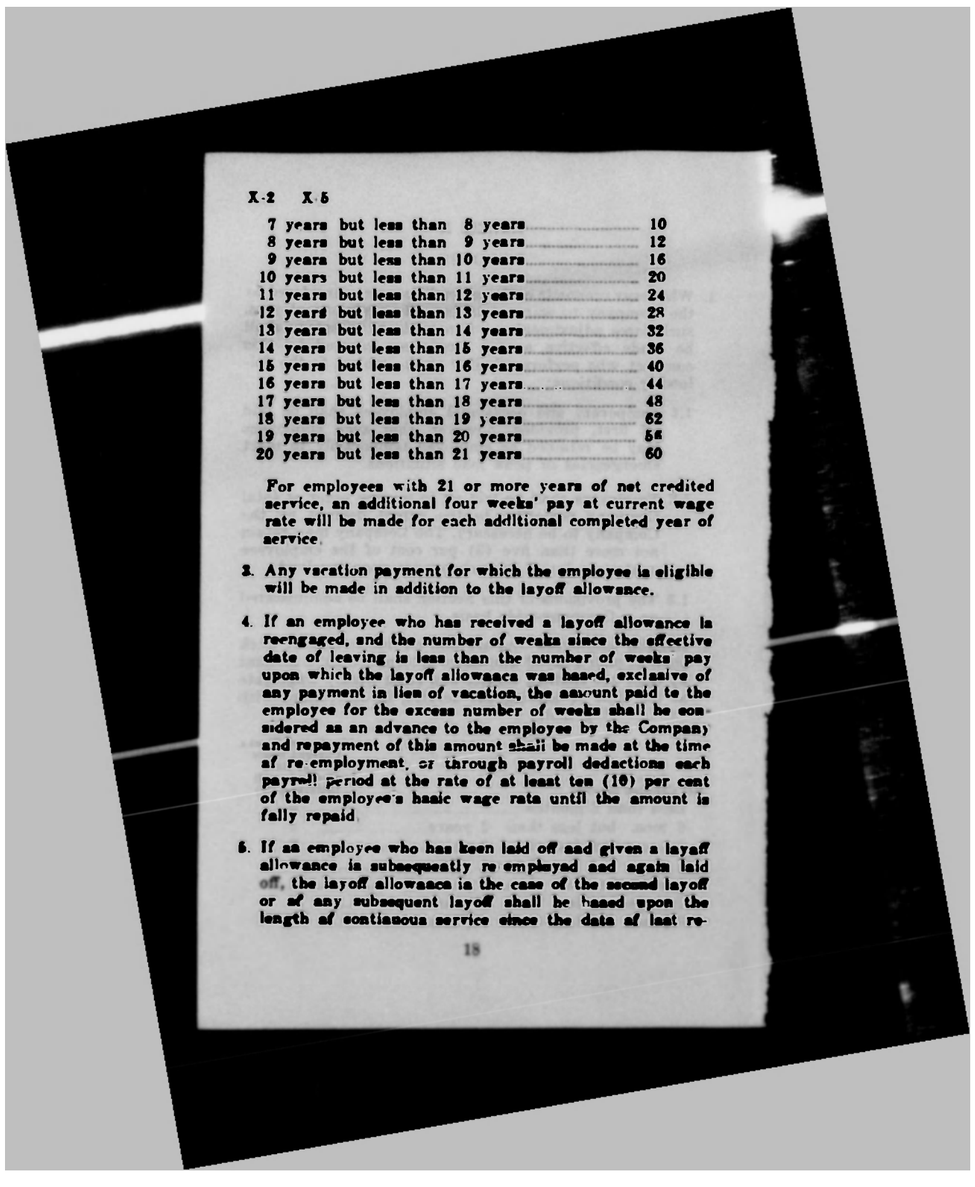
   1.2 Employees shall be laid off in inverse order of total Company seniority, to the extent deemed by the Company to be necessary. The Company may retain not more than five (5) per cent of the employees subject to layoff in each service year involved.

   1.3 The provisions of this Section shall be administered on a Company-wide basis.

2. Regular employees who are laid off due to lack of work shall be paid a layoff allowance determined as to amount by their net credited service and basic weekly wage rate at the time of leaving the service, in accordance with the following table:

Years of Net Credited Service	Number of Weeks Current Basic Wage Rate (Exclusive of Differentials)
Less than 6 months	0
6 mos. but less than 2 years	1
2 years but less than 3 years	2
3 years but less than 4 years	3
4 years but less than 5 years	4
5 years but less than 6 years	6
6 years but less than 7 years	8

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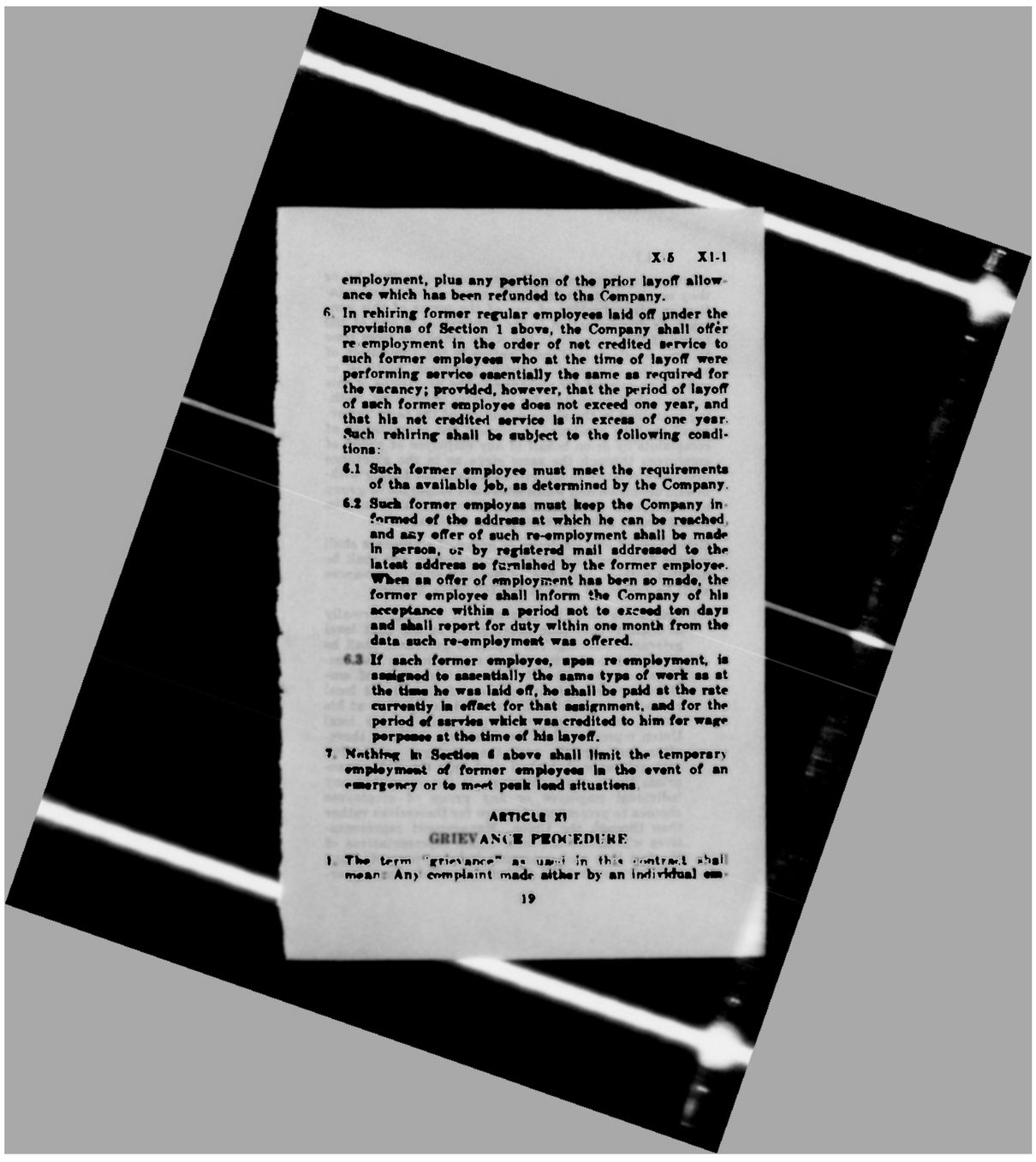
7 years	but less than	8 years		10
8 years	but less than	9 years		12
9 years	but less than	10 years		16
10 years	but less than	11 years		20
11 years	but less than	12 years		24
12 years	but less than	13 years		28
13 years	but less than	14 years		32
14 years	but less than	15 years		36
15 years	but less than	16 years		40
16 years	but less than	17 years		44
17 years	but less than	18 years		48
18 years	but less than	19 years		52
19 years	but less than	20 years		56
20 years	but less than	21 years		60

For employees with 21 or more years of net credited service, an additional four weeks' pay at current wage rate will be made for each additional completed year of service.

3. Any vacation payment for which the employee is eligible will be made in addition to the layoff allowance.

4. If an employee who has received a layoff allowance is reengaged, and the number of weeks since the effective date of leaving is less than the number of weeks' pay upon which the layoff allowance was based, exclusive of any payment in lieu of vacation, the amount paid to the employee for the excess number of weeks shall be considered as an advance to the employee by the Company and repayment of this amount shall be made at the time of re-employment, or through payroll deductions each payroll period at the rate of at least ten (10) per cent of the employee's basic wage rate until the amount is fully repaid.

5. If an employee who has been laid off and given a layoff allowance is subsequently re-employed and again laid off, the layoff allowance in the case of the second layoff or of any subsequent layoff shall be based upon the length of continuous service since the date of last re-



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employment, plus any portion of the prior layoff allowance which has been refunded to the Company.

6. In rehiring former regular employees laid off under the provisions of Section 1 above, the Company shall offer re employment in the order of net credited service to such former employees who at the time of layoff were performing service essentially the same as required for the vacancy; provided, however, that the period of layoff of such former employee does not exceed one year, and that his net credited service is in excess of one year. Such rehiring shall be subject to the following conditions:

6.1 Such former employee must meet the requirements of the available job, as determined by the Company.

6.2 Such former employee must keep the Company informed of the address at which he can be reached, and any offer of such re-employment shall be made in person, or by registered mail addressed to the latest address so furnished by the former employee. When an offer of employment has been so made, the former employee shall inform the Company of his acceptance within a period not to exceed ten days and shall report for duty within one month from the data such re-employment was offered.

6.3 If such former employee, upon re employment, is assigned to essentially the same type of work as at the time he was laid off, he shall be paid at the rate currently in effect for that assignment, and for the period of service which was credited to him for wage purposes at the time of his layoff.

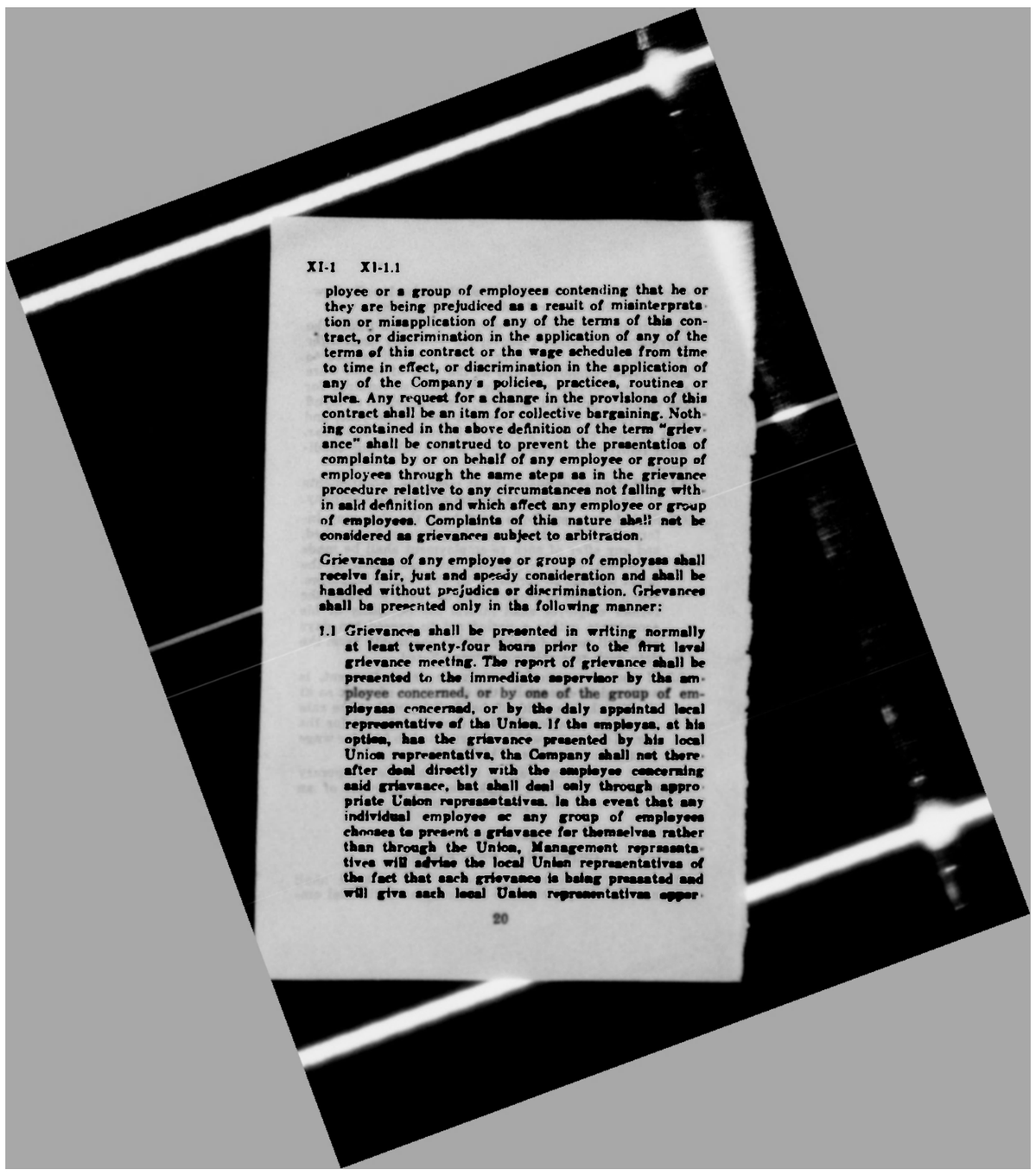
7. Nothing in Section 6 above shall limit the temporary employment of former employees in the event of an emergency or to meet peak load situations.

ARTICLE XI

GRIEVANCE PROCEDURE

1. The term "grievance" as used in this contract shall mean: Any complaint made either by an individual em-

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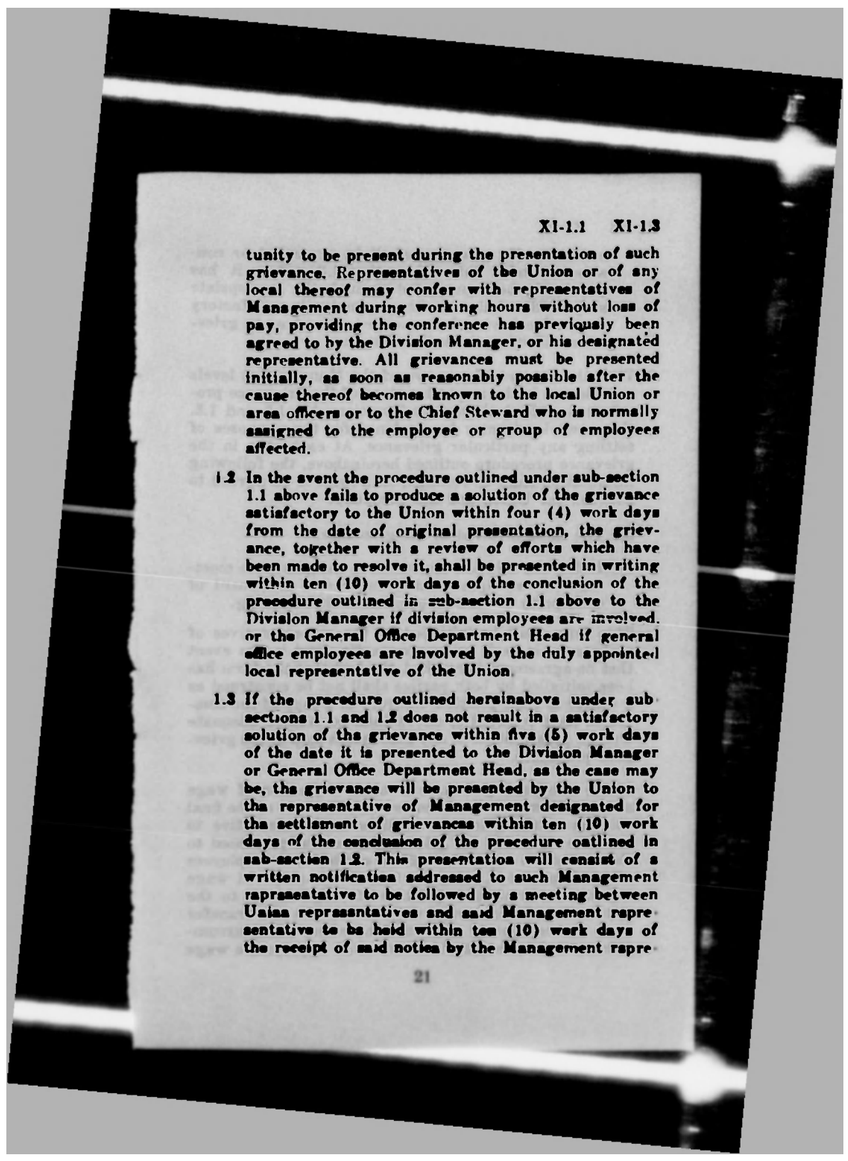


XI-1 XI-1.1

ployee or a group of employees contending that he or they are being prejudiced as a result of misinterpretation or misapplication of any of the terms of this contract, or discrimination in the application of any of the terms of this contract or the wage schedules from time to time in effect, or discrimination in the application of any of the Company's policies, practices, routines or rules. Any request for a change in the provisions of this contract shall be an item for collective bargaining. Nothing contained in the above definition of the term "grievance" shall be construed to prevent the presentation of complaints by or on behalf of any employee or group of employees through the same steps as in the grievance procedure relative to any circumstances not falling within said definition and which affect any employee or group of employees. Complaints of this nature shall not be considered as grievances subject to arbitration.

Grievances of any employee or group of employees shall receive fair, just and speedy consideration and shall be handled without prejudice or discrimination. Grievances shall be presented only in the following manner:

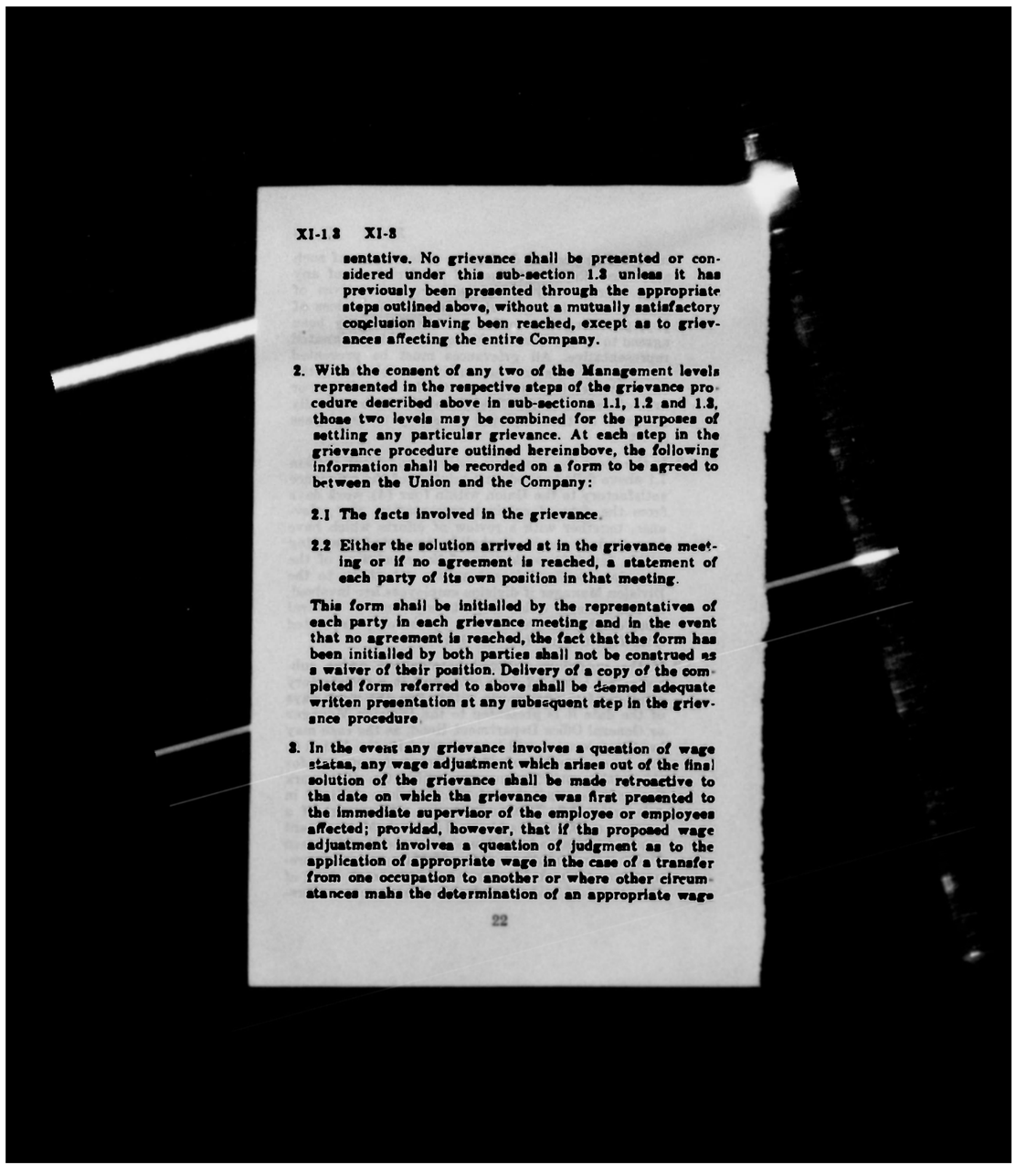
1.1 Grievances shall be presented in writing normally at least twenty-four hours prior to the first level grievance meeting. The report of grievance shall be presented to the immediate supervisor by the employee concerned, or by one of the group of employees concerned, or by the duly appointed local representative of the Union. If the employee, at his option, has the grievance presented by his local Union representative, the Company shall not thereafter deal directly with the employee concerning said grievance, but shall deal only through appropriate Union representatives. In the event that any individual employee or any group of employees chooses to present a grievance for themselves rather than through the Union, Management representatives will advise the local Union representatives of the fact that such grievance is being presented and will give such local Union representatives oppor-



tunity to be present during the presentation of such grievance. Representatives of the Union or of any local thereof may confer with representatives of Management during working hours without loss of pay, providing the conference has previously been agreed to by the Division Manager, or his designated representative. All grievances must be presented initially, as soon as reasonably possible after the cause thereof becomes known to the local Union or area officers or to the Chief Steward who is normally assigned to the employee or group of employees affected.

1.2 In the event the procedure outlined under sub-section 1.1 above fails to produce a solution of the grievance satisfactory to the Union within four (4) work days from the date of original presentation, the grievance, together with a review of efforts which have been made to resolve it, shall be presented in writing within ten (10) work days of the conclusion of the procedure outlined in sub-section 1.1 above to the Division Manager if division employees are involved, or the General Office Department Head if general office employees are involved by the duly appointed local representative of the Union.

1.3 If the procedure outlined hereinabove under sub-sections 1.1 and 1.2 does not result in a satisfactory solution of the grievance within five (5) work days of the date it is presented to the Division Manager or General Office Department Head, as the case may be, the grievance will be presented by the Union to the representative of Management designated for the settlement of grievances within ten (10) work days of the conclusion of the procedure outlined in sub-section 1.2. This presentation will consist of a written notification addressed to such Management representative to be followed by a meeting between Union representatives and said Management representative to be held within ten (10) work days of the receipt of said notice by the Management repre-



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sentative. No grievance shall be presented or considered under this sub-section 1.3 unless it has previously been presented through the appropriate steps outlined above, without a mutually satisfactory conclusion having been reached, except as to grievances affecting the entire Company.

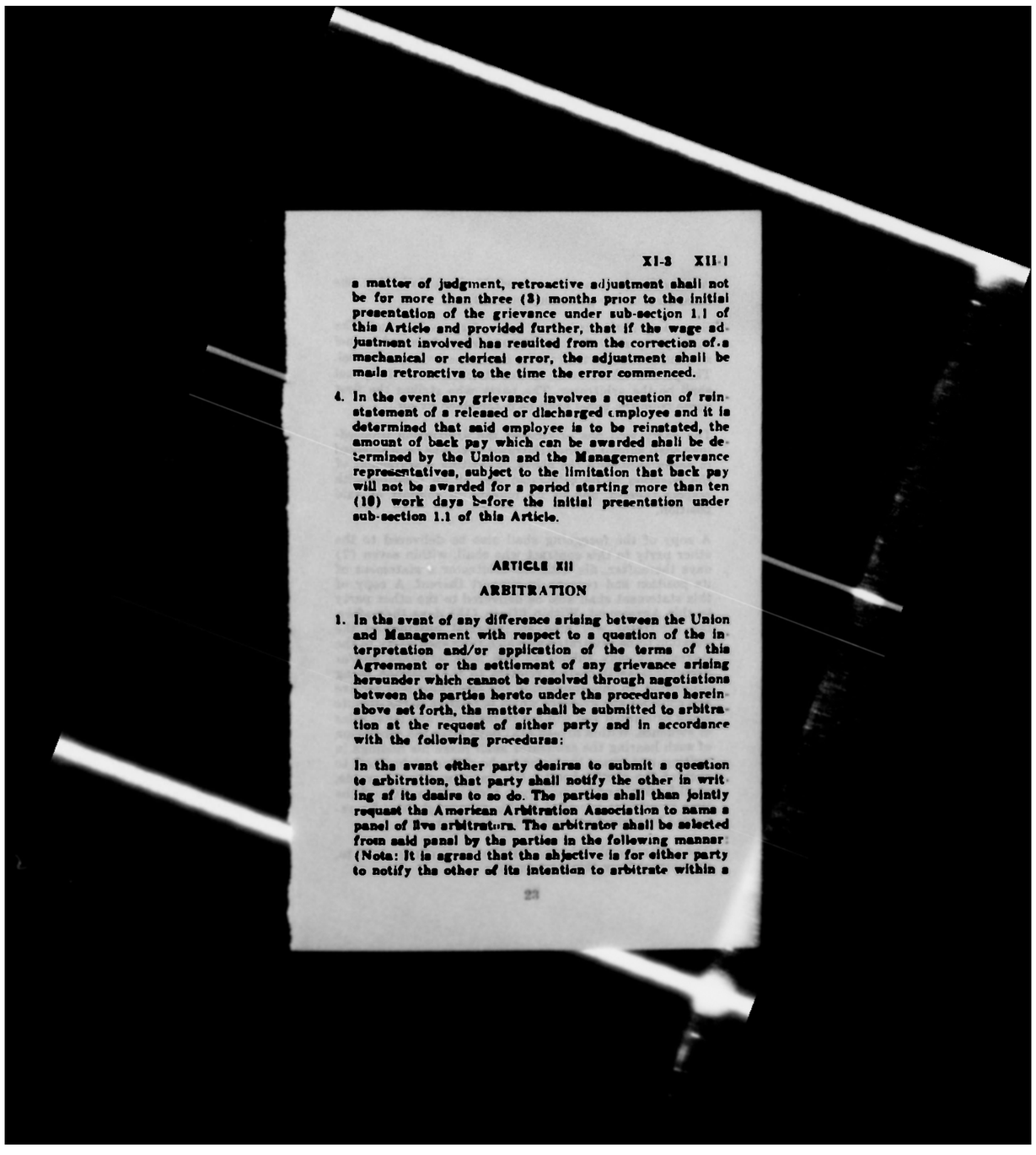
2. With the consent of any two of the Management levels represented in the respective steps of the grievance procedure described above in sub-sections 1.1, 1.2 and 1.3, those two levels may be combined for the purposes of settling any particular grievance. At each step in the grievance procedure outlined hereinsbove, the following information shall be recorded on a form to be agreed to between the Union and the Company:

2.1 The facts involved in the grievance.

2.2 Either the solution arrived at in the grievance meeting or if no agreement is reached, a statement of each party of its own position in that meeting.

This form shall be initialled by the representatives of each party in each grievance meeting and in the event that no agreement is reached, the fact that the form has been initialled by both parties shall not be construed as a waiver of their position. Delivery of a copy of the completed form referred to above shall be deemed adequate written presentation at any subsequent step in the grievance procedure.

3. In the event any grievance involves a question of wage status, any wage adjustment which arises out of the final solution of the grievance shall be made retroactive to the date on which the grievance was first presented to the immediate supervisor of the employee or employees affected; provided, however, that if the proposed wage adjustment involves a question of judgment as to the application of appropriate wage in the case of a transfer from one occupation to another or where other circumstances make the determination of an appropriate wage



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a matter of judgment, retroactive adjustment shall not be for more than three (3) months prior to the initial presentation of the grievance under sub-section 1.1 of this Article and provided further, that if the wage adjustment involved has resulted from the correction of a mechanical or clerical error, the adjustment shall be made retroactive to the time the error commenced.

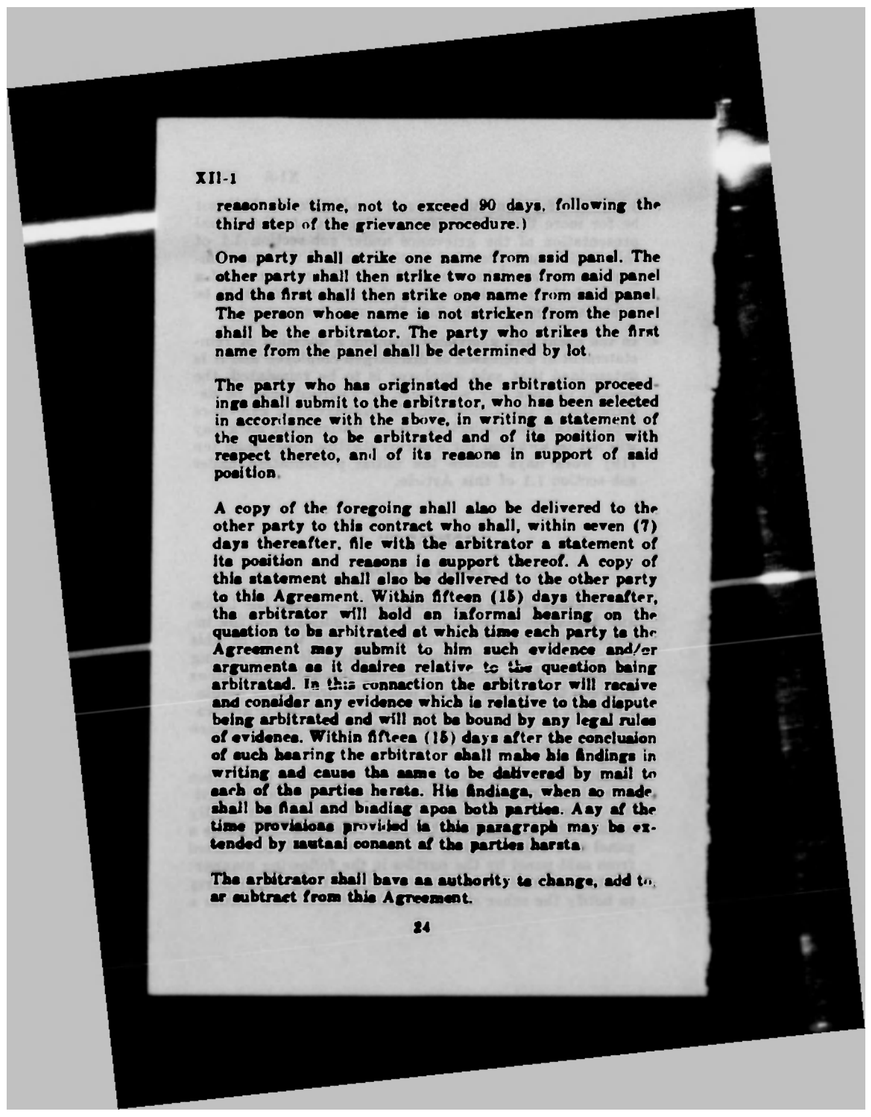
4. In the event any grievance involves a question of reinstatement of a released or discharged employee and it is determined that said employee is to be reinstated, the amount of back pay which can be awarded shall be determined by the Union and the Management grievance representatives, subject to the limitation that back pay will not be awarded for a period starting more than ten (10) work days before the initial presentation under sub-section 1.1 of this Article.

ARTICLE XII

ARBITRATION

1. In the event of any difference arising between the Union and Management with respect to a question of the interpretation and/or application of the terms of this Agreement or the settlement of any grievance arising hereunder which cannot be resolved through negotiations between the parties hereto under the procedures hereinabove set forth, the matter shall be submitted to arbitration at the request of either party and in accordance with the following procedures:

In the event either party desires to submit a question to arbitration, that party shall notify the other in writing of its desire to so do. The parties shall then jointly request the American Arbitration Association to name a panel of five arbitrators. The arbitrator shall be selected from said panel by the parties in the following manner: (Note: It is agreed that the objective is for either party to notify the other of its intention to arbitrate within a



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reasonable time, not to exceed 90 days, following the third step of the grievance procedure.)

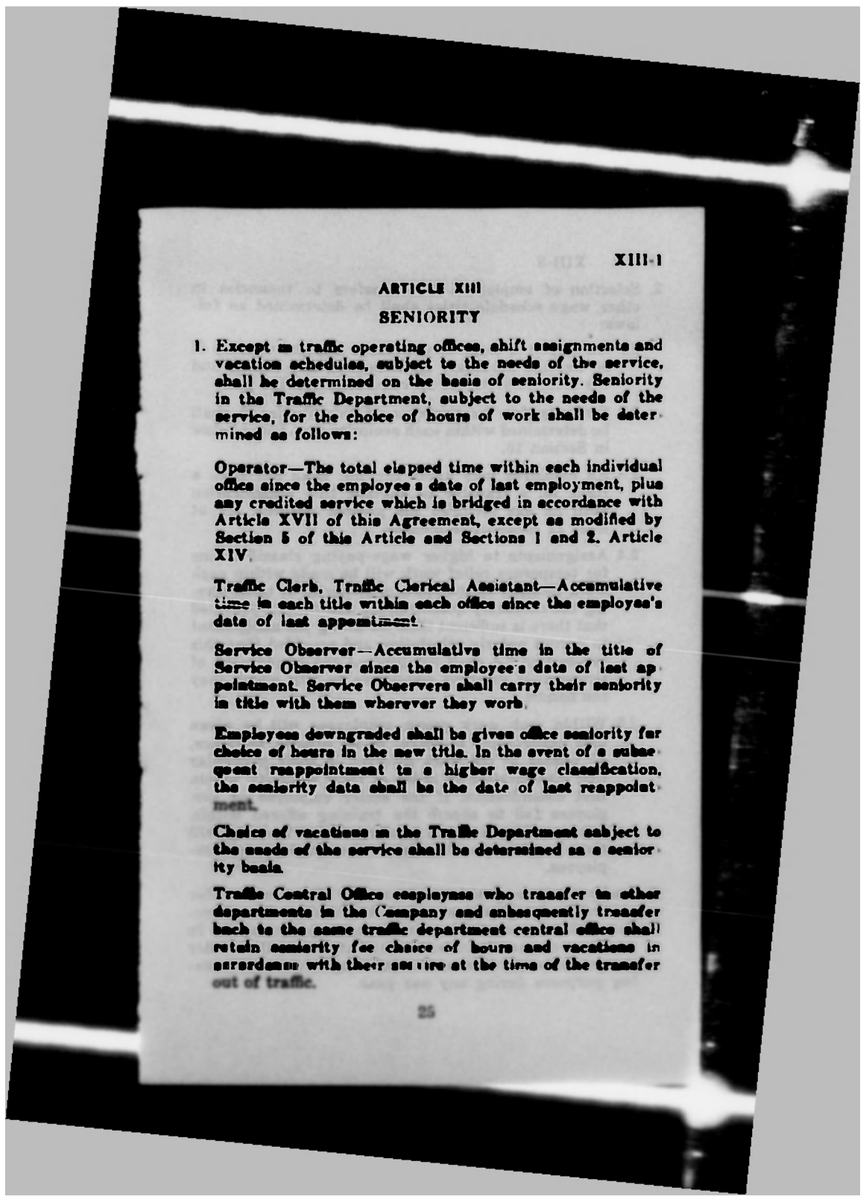
One party shall strike one name from said panel. The other party shall then strike two names from said panel and the first shall then strike one name from said panel. The person whose name is not stricken from the panel shall be the arbitrator. The party who strikes the first name from the panel shall be determined by lot.

The party who has originated the arbitration proceedings shall submit to the arbitrator, who has been selected in accordance with the above, in writing a statement of the question to be arbitrated and of its position with respect thereto, and of its reasons in support of said position.

A copy of the foregoing shall also be delivered to the other party to this contract who shall, within seven (7) days thereafter, file with the arbitrator a statement of its position and reasons in support thereof. A copy of this statement shall also be delivered to the other party to this Agreement. Within fifteen (15) days thereafter, the arbitrator will hold an informal hearing on the question to be arbitrated at which time each party to the Agreement may submit to him such evidence and/or arguments as it desires relative to the question being arbitrated. In this connection the arbitrator will receive and consider any evidence which is relative to the dispute being arbitrated and will not be bound by any legal rules of evidence. Within fifteen (15) days after the conclusion of such hearing the arbitrator shall make his findings in writing and cause the same to be delivered by mail to each of the parties hereto. His findings, when so made, shall be final and binding upon both parties. Any of the time provisions provided in this paragraph may be extended by mutual consent of the parties hereto.

The arbitrator shall have no authority to change, add to, or subtract from this Agreement.

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ARTICLE XIII

SENIORITY

1. Except in traffic operating offices, shift assignments and vacation schedules, subject to the needs of the service, shall be determined on the basis of seniority. Seniority in the Traffic Department, subject to the needs of the service, for the choice of hours of work shall be determined as follows:

Operator—The total elapsed time within each individual office since the employee's date of last employment, plus any credited service which is bridged in accordance with Article XVII of this Agreement, except as modified by Section 5 of this Article and Sections 1 and 2, Article XIV.

Traffic Clerk, Traffic Clerical Assistant—Accumulative time in each title within each office since the employee's date of last appointment.

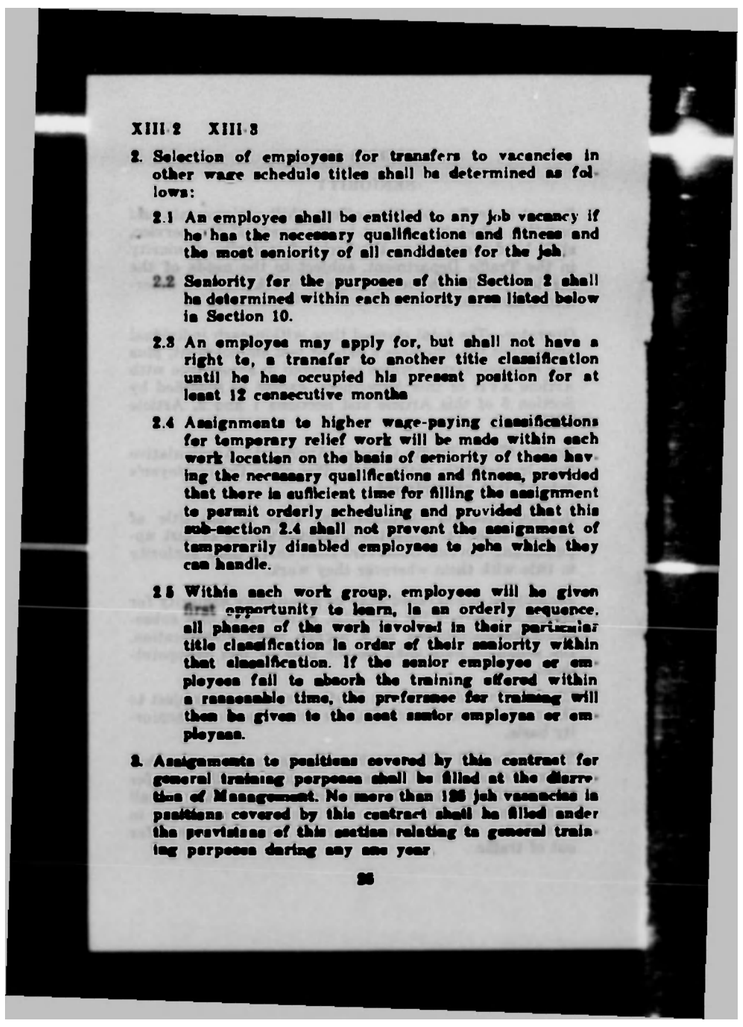
Service Observer—Accumulative time in the title of Service Observer since the employee's date of last appointment. Service Observers shall carry their seniority in title with them wherever they work.

Employees downgraded shall be given office seniority for choice of hours in the new title. In the event of a subsequent reappointment to a higher wage classification, the seniority date shall be the date of last reappointment.

Choice of vacations in the Traffic Department subject to the needs of the service shall be determined on a seniority basis.

Traffic Central Office employees who transfer to other departments in the Company and subsequently transfer back to the same traffic department central office shall retain seniority for choice of hours and vacations in accordance with their seniority at the time of the transfer out of traffic.

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XIII-2 XIII-3

2. Selection of employees for transfers to vacancies in other wage schedule titles shall be determined as follows:

2.1 An employee shall be entitled to any job vacancy if he has the necessary qualifications and fitness and the most seniority of all candidates for the job.

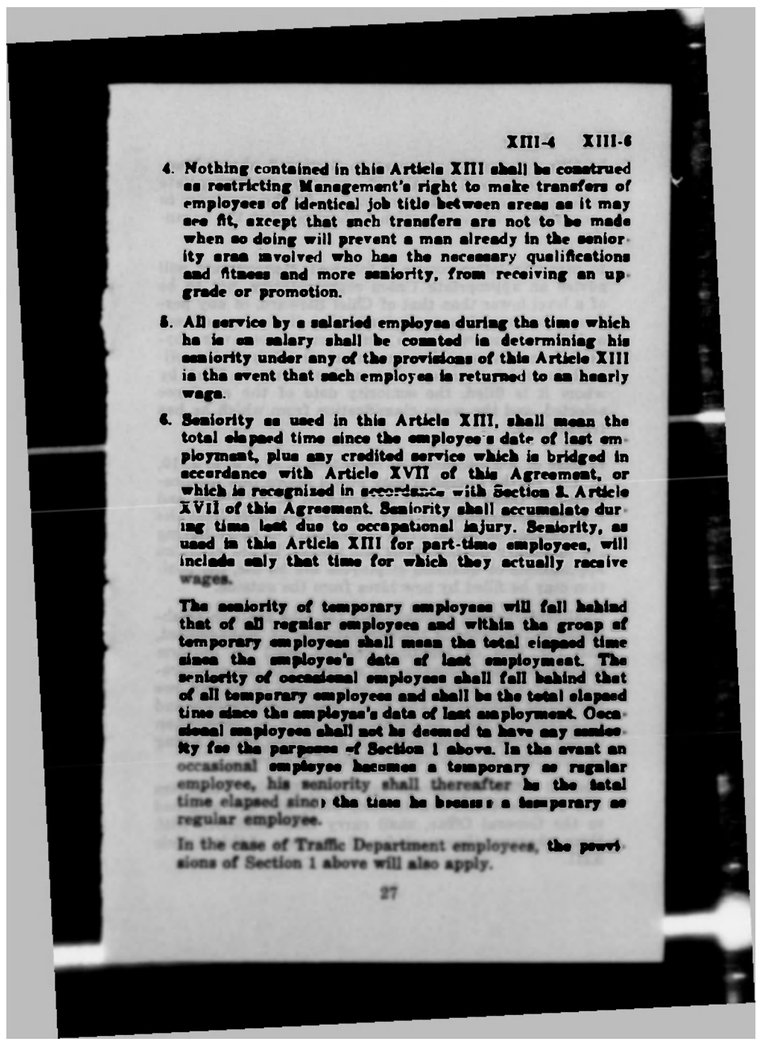
2.2 Seniority for the purposes of this Section 2 shall be determined within each seniority area listed below in Section 10.

2.3 An employee may apply for, but shall not have a right to, a transfer to another title classification until he has occupied his present position for at least 12 consecutive months.

2.4 Assignments to higher wage-paying classifications for temporary relief work will be made within each work location on the basis of seniority of those having the necessary qualifications and fitness, provided that there is sufficient time for filling the assignment to permit orderly scheduling and provided that this sub-section 2.4 shall not prevent the assignment of temporarily disabled employees to jobs which they can handle.

2.5 Within each work group, employees will be given first opportunity to learn, in an orderly sequence, all phases of the work involved in their particular title classification in order of their seniority within that classification. If the senior employee or employees fail to absorb the training offered within a reasonable time, the preference for training will then be given to the next senior employee or employees.

3. Assignments to positions covered by this contract for general training purposes shall be filled at the discretion of Management. No more than 125 job vacancies in positions covered by this contract shall be filled under the provisions of this section relating to general training purposes during any one year.



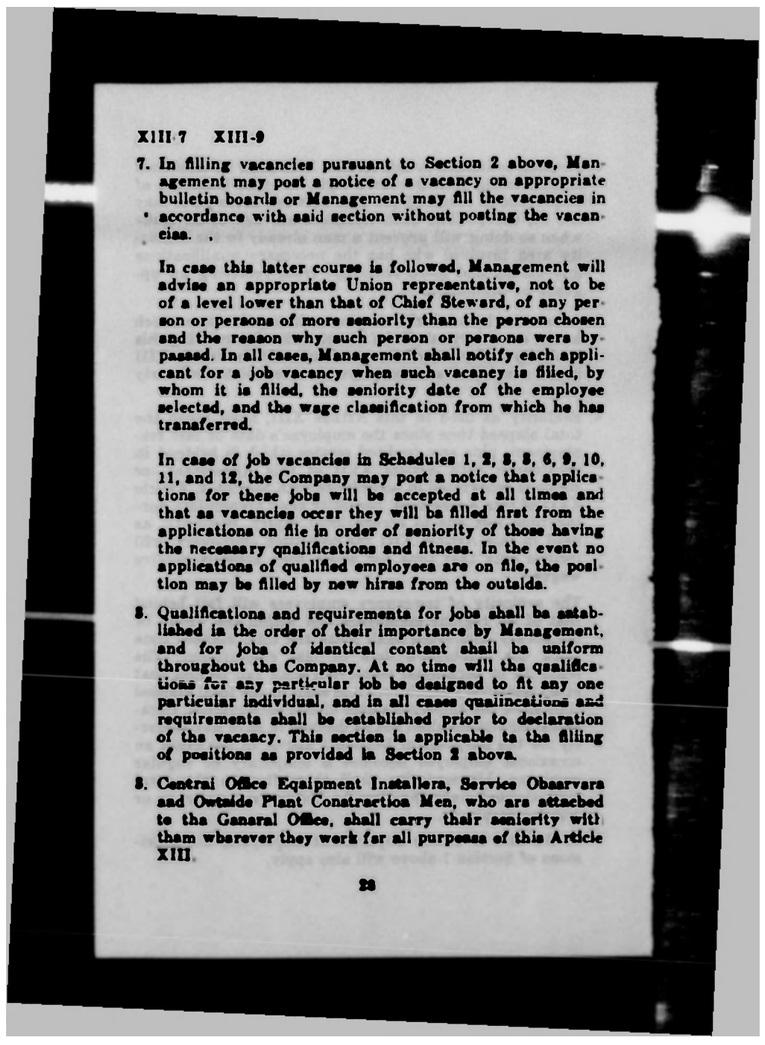
4. Nothing contained in this Article XIII shall be construed as restricting Management's right to make transfers of employees of identical job title between areas as it may see fit, except that such transfers are not to be made when so doing will prevent a man already in the seniority area involved who has the necessary qualifications and fitness and more seniority, from receiving an upgrade or promotion.

5. All service by a salaried employee during the time which he is on salary shall be counted in determining his seniority under any of the provisions of this Article XIII in the event that such employee is returned to an hourly wage.

6. Seniority as used in this Article XIII, shall mean the total elapsed time since the employee's date of last employment, plus any credited service which is bridged in accordance with Article XVII of this Agreement, or which is recognized in accordance with Section 3, Article XVII of this Agreement. Seniority shall accumulate during time lost due to occupational injury. Seniority, as used in this Article XIII for part-time employees, will include only that time for which they actually receive wages.

The seniority of temporary employees will fall behind that of all regular employees and within the group of temporary employees shall mean the total elapsed time since the employee's date of last employment. The seniority of occasional employees shall fall behind that of all temporary employees and shall be the total elapsed time since the employee's date of last employment. Occasional employees shall not be deemed to have any seniority for the purposes of Section 1 above. In the event an occasional employee becomes a temporary or regular employee, his seniority shall thereafter be the total time elapsed since the time he became a temporary or regular employee.

In the case of Traffic Department employees, the provisions of Section 1 above will also apply.



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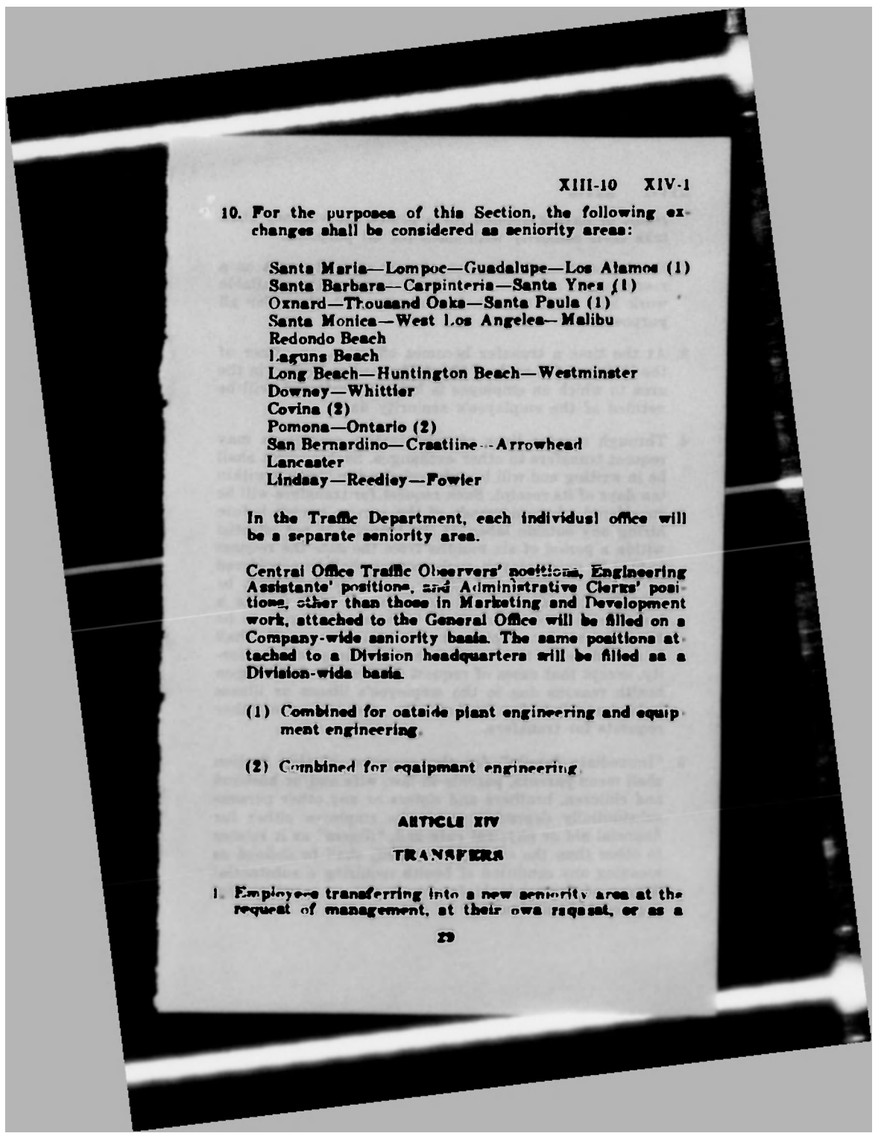
7. In filling vacancies pursuant to Section 2 above, Management may post a notice of a vacancy on appropriate bulletin boards or Management may fill the vacancies in accordance with said section without posting the vacancies.

In case this latter course is followed, Management will advise an appropriate Union representative, not to be of a level lower than that of Chief Steward, of any person or persons of more seniority than the person chosen and the reason why such person or persons were bypassed. In all cases, Management shall notify each applicant for a job vacancy when such vacancy is filled, by whom it is filled, the seniority date of the employee selected, and the wage classification from which he has transferred.

In case of job vacancies in Schedules 1, 2, 3, 5, 6, 9, 10, 11, and 12, the Company may post a notice that applications for these jobs will be accepted at all times and that as vacancies occur they will be filled first from the applications on file in order of seniority of those having the necessary qualifications and fitness. In the event no applications of qualified employees are on file, the position may be filled by new hires from the outside.

8. Qualifications and requirements for jobs shall be established in the order of their importance by Management, and for jobs of identical content shall be uniform throughout the Company. At no time will the qualifications for any particular job be designed to fit any one particular individual, and in all cases qualifications and requirements shall be established prior to declaration of the vacancy. This section is applicable to the filling of positions as provided in Section 2 above.

9. Central Office Equipment Installers, Service Observers and Outside Plant Construction Men, who are attached to the General Office, shall carry their seniority with them wherever they work for all purposes of this Article XIII.



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10. For the purposes of this Section, the following exchanges shall be considered as seniority areas:

Santa Maria—Lompoc—Guadalupe—Los Alamos (1)
Santa Barbara—Carpinteria—Santa Ynez (1)
Oxnard—Thousand Oaks—Santa Paula (1)
Santa Monica—West Los Angeles—Malibu
Redondo Beach
Laguna Beach
Long Beach—Huntington Beach—Westminster
Downey—Whittier
Covina (2)
Pomona—Ontario (2)
San Bernardino—Crestline—Arrowhead
Lancaster
Lindsay—Reedley—Fowler

In the Traffic Department, each individual office will be a separate seniority area.

Central Office Traffic Observers' positions, Engineering Assistants' positions, and Administrative Clerks' positions, other than those in Marketing and Development work, attached to the General Office will be filled on a Company-wide seniority basis. The same positions attached to a Division headquarters will be filled as a Division-wide basis.

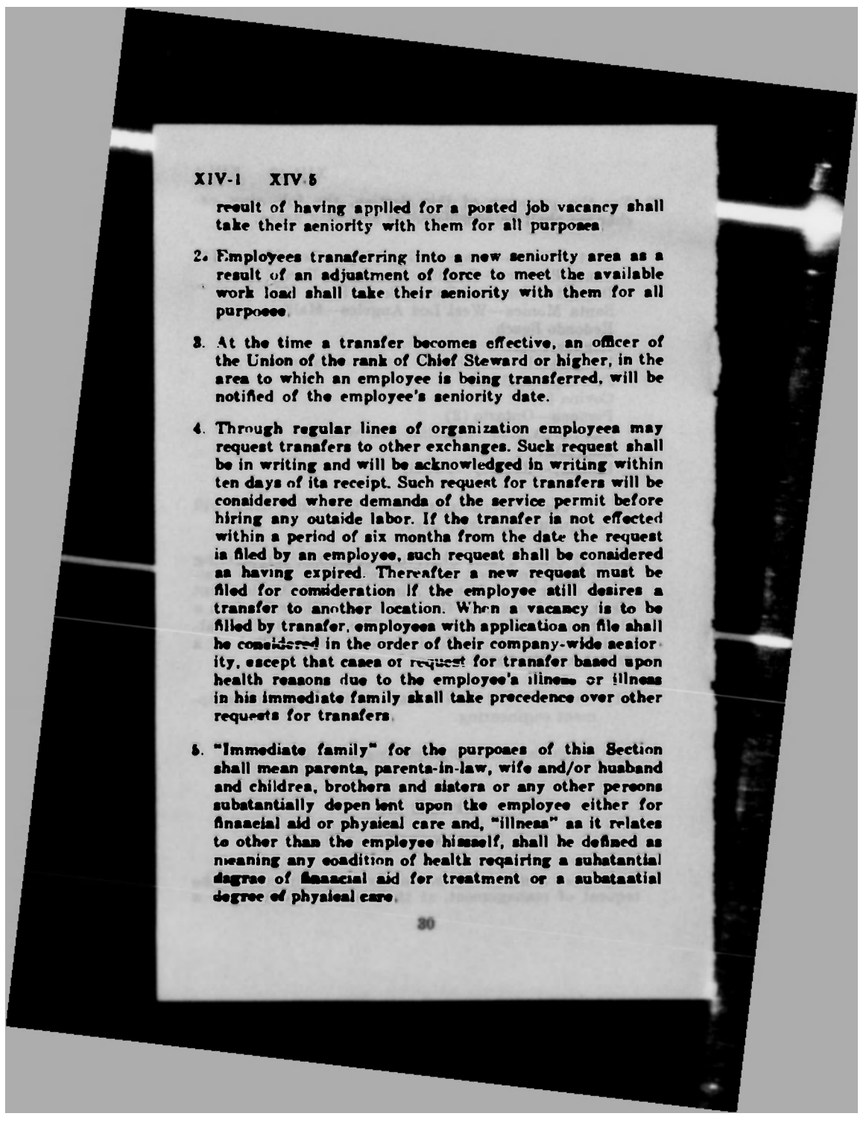
(1) Combined for outside plant engineering and equipment engineering.

(2) Combined for equipment engineering.

ARTICLE XIV

TRANSFERS

1. Employees transferring into a new seniority area at the request of management, at their own request, or as a



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result of having applied for a posted job vacancy shall take their seniority with them for all purposes.

2. Employees transferring into a new seniority area as a result of an adjustment of force to meet the available work load shall take their seniority with them for all purposes.

3. At the time a transfer becomes effective, an officer of the Union of the rank of Chief Steward or higher, in the area to which an employee is being transferred, will be notified of the employee's seniority date.

4. Through regular lines of organization employees may request transfers to other exchanges. Such request shall be in writing and will be acknowledged in writing within ten days of its receipt. Such request for transfers will be considered where demands of the service permit before hiring any outside labor. If the transfer is not effected within a period of six months from the date the request is filed by an employee, such request shall be considered as having expired. Thereafter a new request must be filed for consideration if the employee still desires a transfer to another location. When a vacancy is to be filled by transfer, employees with application on file shall be considered in the order of their company-wide seniority, except that cases of request for transfer based upon health reasons due to the employee's illness or illness in his immediate family shall take precedence over other requests for transfers.

5. "Immediate family" for the purposes of this Section shall mean parents, parents-in-law, wife and/or husband and children, brothers and sisters or any other persons substantially dependent upon the employee either for financial aid or physical care and, "illness" as it relates to other than the employee himself, shall be defined as meaning any condition of health requiring a substantial degree of financial aid for treatment or a substantial degree of physical care.

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6. Central Office Installers who are permanently assigned to an area and who hold the office of President, Vice President, Secretary and/or Treasurer, in the Union, shall not be transferred from the area unless Central Office Installers are no longer required in the area.

ARTICLE XV

EMPLOYEES

1. The Company will not use temporary, occasional or part-time employees to avoid the employment of regular full-time employees.

2. All new employees shall be considered probationary employees until completion of three months of continuous service. Probationary employees may be terminated during this period at the discretion of Management.

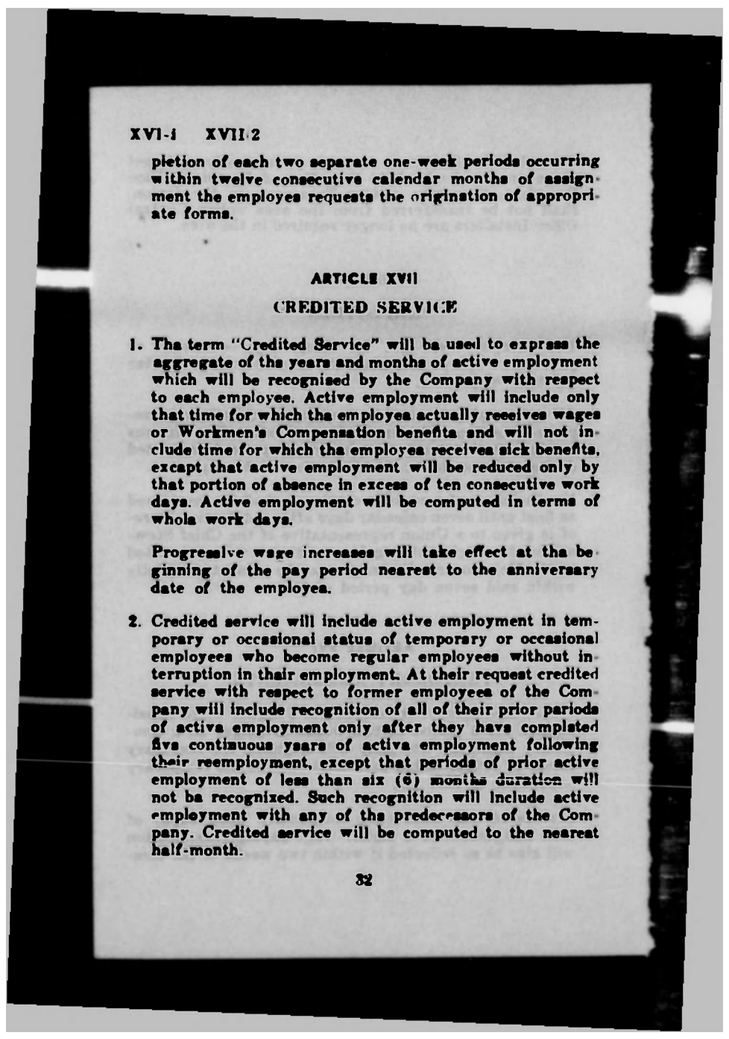
3. No discharge of a regular employee shall be considered as final until seven calendar days after notification thereof is given to a Union representative of the Chief Steward level or higher. Any grievance that is to be presented by the Union over a discharge must be presented initially within said seven day period of time.

ARTICLE XVI

TEMPORARY ASSIGNMENTS

1. Where an employee is assigned to a higher wage classification for a period of two weeks or longer on a temporary basis, the Company will originate the necessary forms to reflect in his personnel records his temporary experience in that job.

Periods of one week (five consecutive work days) of such assignment to a higher wage paying classification will also be so reflected if within two weeks of the com-



pletion of each two separate one-week periods occurring within twelve consecutive calendar months of assignment the employee requests the origination of appropriate forms.

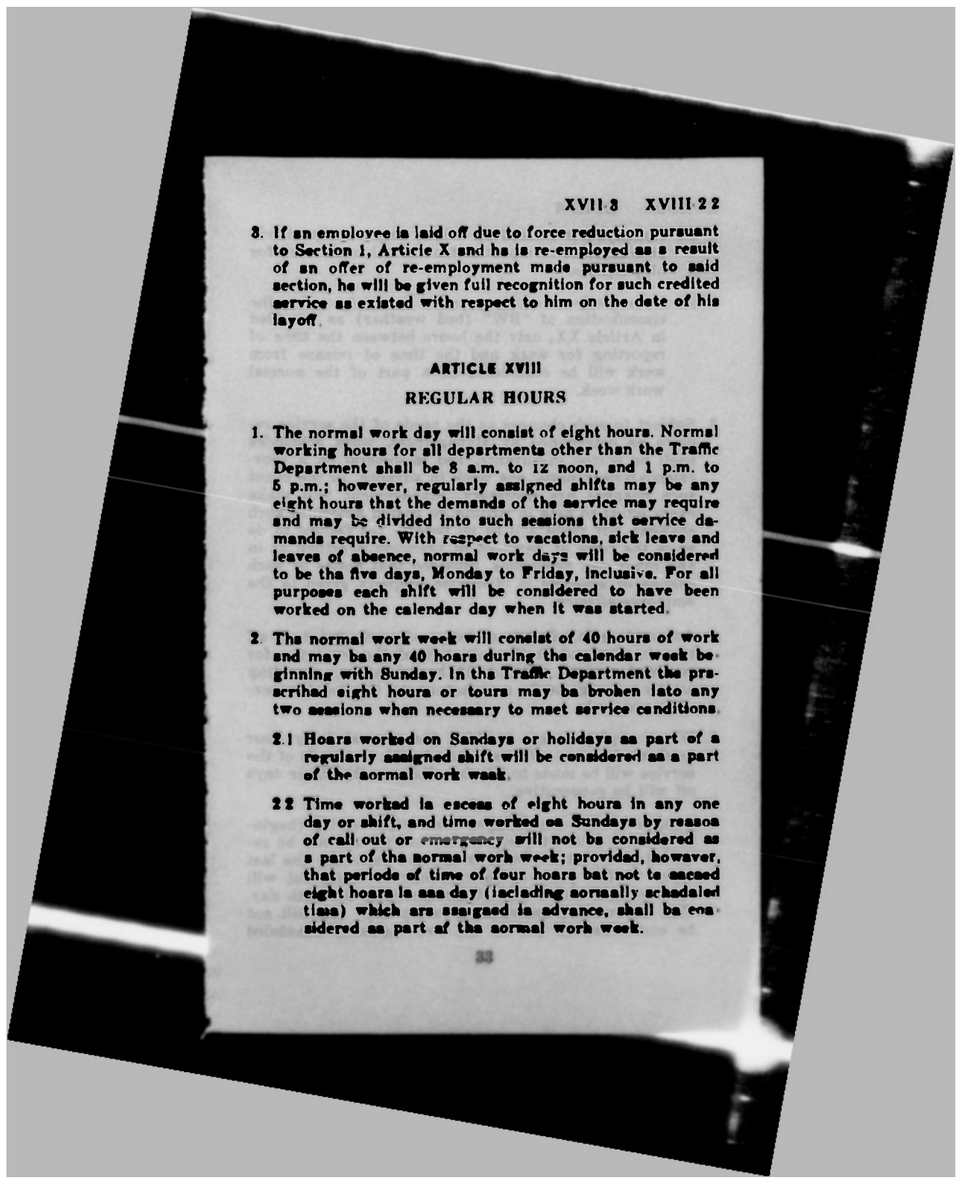
ARTICLE XVII

CREDITED SERVICE

1. The term "Credited Service" will be used to express the aggregate of the years and months of active employment which will be recognised by the Company with respect to each employee. Active employment will include only that time for which the employee actually receives wages or Workmen's Compensation benefits and will not include time for which the employee receives sick benefits, except that active employment will be reduced only by that portion of absence in excess of ten consecutive work days. Active employment will be computed in terms of whole work days.

   Progressive wage increases will take effect at the beginning of the pay period nearest to the anniversary date of the employee.

2. Credited service will include active employment in temporary or occasional status of temporary or occasional employees who become regular employees without interruption in their employment. At their request credited service with respect to former employees of the Company will include recognition of all of their prior periods of active employment only after they have completed five continuous years of active employment following their reemployment, except that periods of prior active employment of less than six (6) months duration will not be recognized. Such recognition will include active employment with any of the predecessors of the Company. Credited service will be computed to the nearest half-month.



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3. If an employee is laid off due to force reduction pursuant to Section 1, Article X and he is re-employed as a result of an offer of re-employment made pursuant to said section, he will be given full recognition for such credited service as existed with respect to him on the date of his layoff.

ARTICLE XVIII

REGULAR HOURS

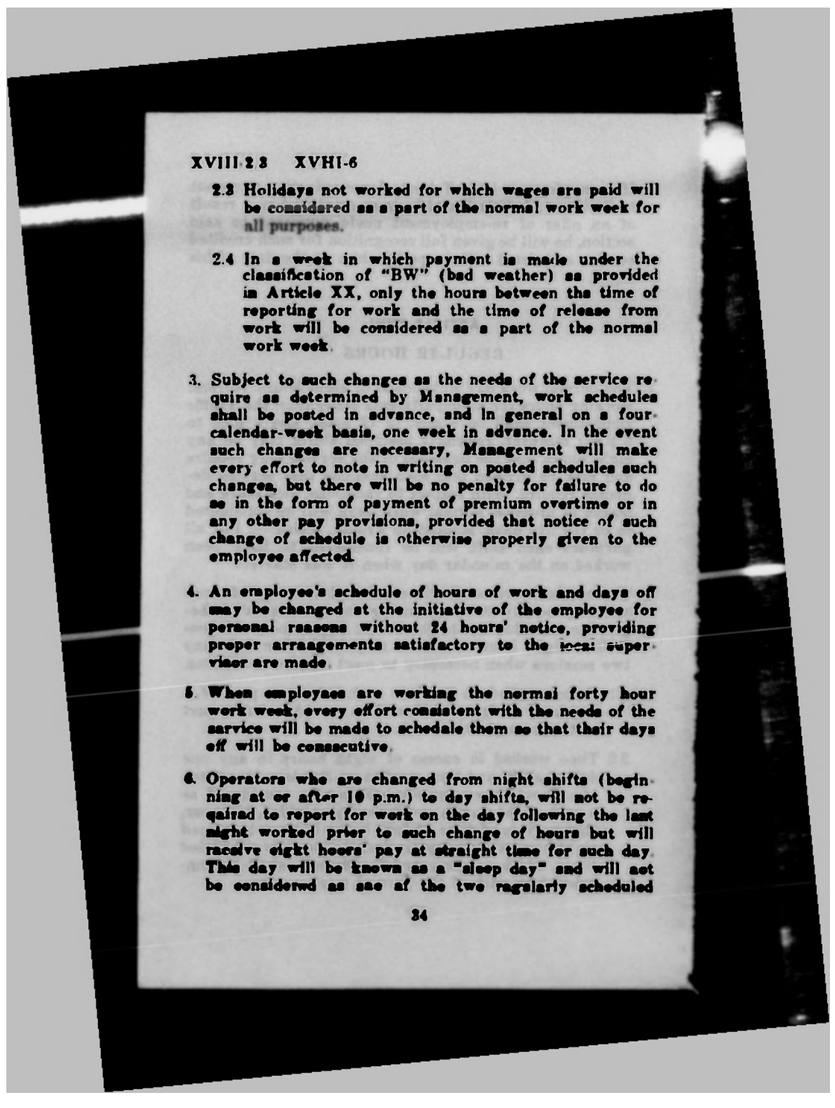
1. The normal work day will consist of eight hours. Normal working hours for all departments other than the Traffic Department shall be 8 a.m. to 12 noon, and 1 p.m. to 5 p.m.; however, regularly assigned shifts may be any eight hours that the demands of the service may require and may be divided into such sessions that service demands require. With respect to vacations, sick leave and leaves of absence, normal work days will be considered to be the five days, Monday to Friday, inclusive. For all purposes each shift will be considered to have been worked on the calendar day when it was started.

2. The normal work week will consist of 40 hours of work and may be any 40 hours during the calendar week beginning with Sunday. In the Traffic Department the prescribed eight hours or tours may be broken into any two sessions when necessary to meet service conditions.

2.1 Hours worked on Sundays or holidays as part of a regularly assigned shift will be considered as a part of the normal work week.

2.2 Time worked in excess of eight hours in any one day or shift, and time worked on Sundays by reason of call-out or emergency will not be considered as a part of the normal work week; provided, however, that periods of time of four hours but not to exceed eight hours in one day (including normally scheduled time) which are assigned in advance, shall be considered as part of the normal work week.

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2.3 Holidays not worked for which wages are paid will be considered as a part of the normal work week for all purposes.

2.4 In a week in which payment is made under the classification of "BW" (bad weather) as provided in Article XX, only the hours between the time of reporting for work and the time of release from work will be considered as a part of the normal work week.

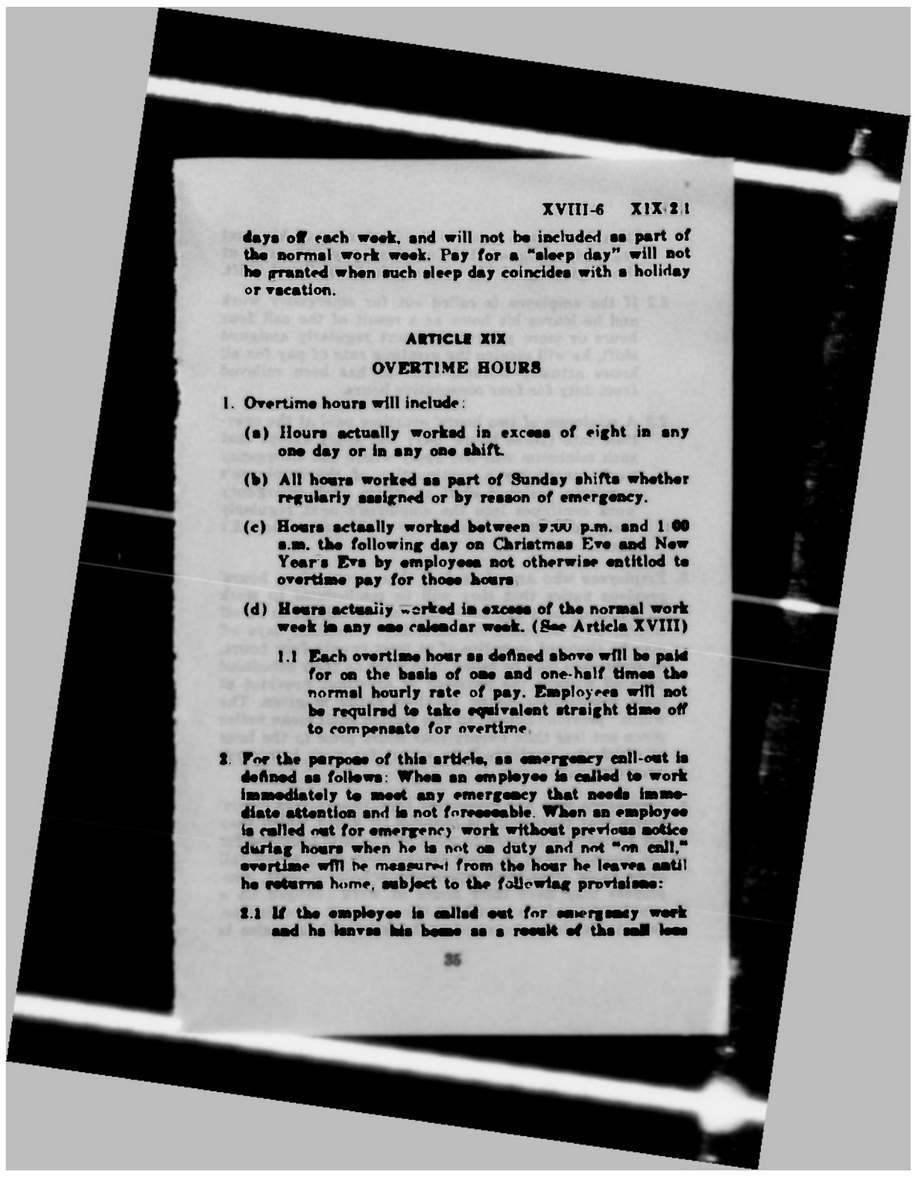
3. Subject to such changes as the needs of the service require as determined by Management, work schedules shall be posted in advance, and in general on a four-calendar-week basis, one week in advance. In the event such changes are necessary, Management will make every effort to note in writing on posted schedules such changes, but there will be no penalty for failure to do so in the form of payment of premium overtime or in any other pay provisions, provided that notice of such change of schedule is otherwise properly given to the employee affected.

4. An employee's schedule of hours of work and days off may be changed at the initiative of the employee for personal reasons without 24 hours' notice, providing proper arrangements satisfactory to the local supervisor are made.

5. When employees are working the normal forty hour work week, every effort consistent with the needs of the service will be made to schedule them so that their days off will be consecutive.

6. Operators who are changed from night shifts (beginning at or after 10 p.m.) to day shifts, will not be required to report for work on the day following the last night worked prior to such change of hours but will receive eight hours' pay at straight time for such day. This day will be known as a "sleep day" and will not be considered as one of the two regularly scheduled

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days off each week, and will not be included as part of the normal work week. Pay for a "sleep day" will not be granted when such sleep day coincides with a holiday or vacation.

ARTICLE XIX

OVERTIME HOURS

1. Overtime hours will include:

(a) Hours actually worked in excess of eight in any one day or in any one shift.

(b) All hours worked as part of Sunday shifts whether regularly assigned or by reason of emergency.

(c) Hours actually worked between 9:00 p.m. and 1:00 a.m. the following day on Christmas Eve and New Year's Eve by employees not otherwise entitled to overtime pay for those hours.

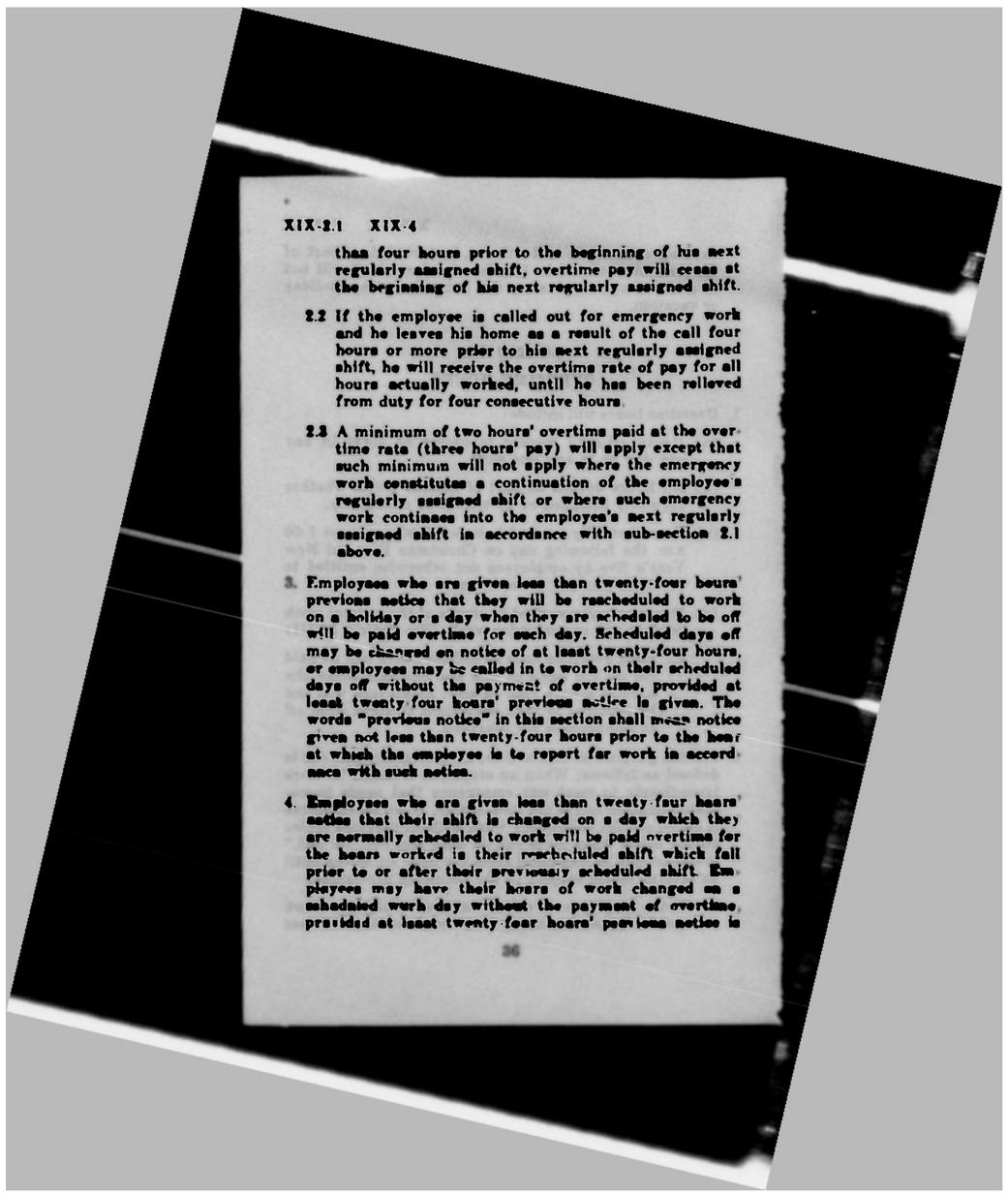
(d) Hours actually worked in excess of the normal work week in any one calendar week. (See Article XVIII)

1.1 Each overtime hour as defined above will be paid for on the basis of one and one-half times the normal hourly rate of pay. Employees will not be required to take equivalent straight time off to compensate for overtime.

2. For the purpose of this article, an emergency call-out is defined as follows: When an employee is called to work immediately to meet any emergency that needs immediate attention and is not foreseeable. When an employee is called out for emergency work without previous notice during hours when he is not on duty and not "on call," overtime will be measured from the hour he leaves until he returns home, subject to the following provisions:

2.1 If the employee is called out for emergency work and he leaves his home as a result of the call less

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than four hours prior to the beginning of his next regularly assigned shift, overtime pay will cease at the beginning of his next regularly assigned shift.

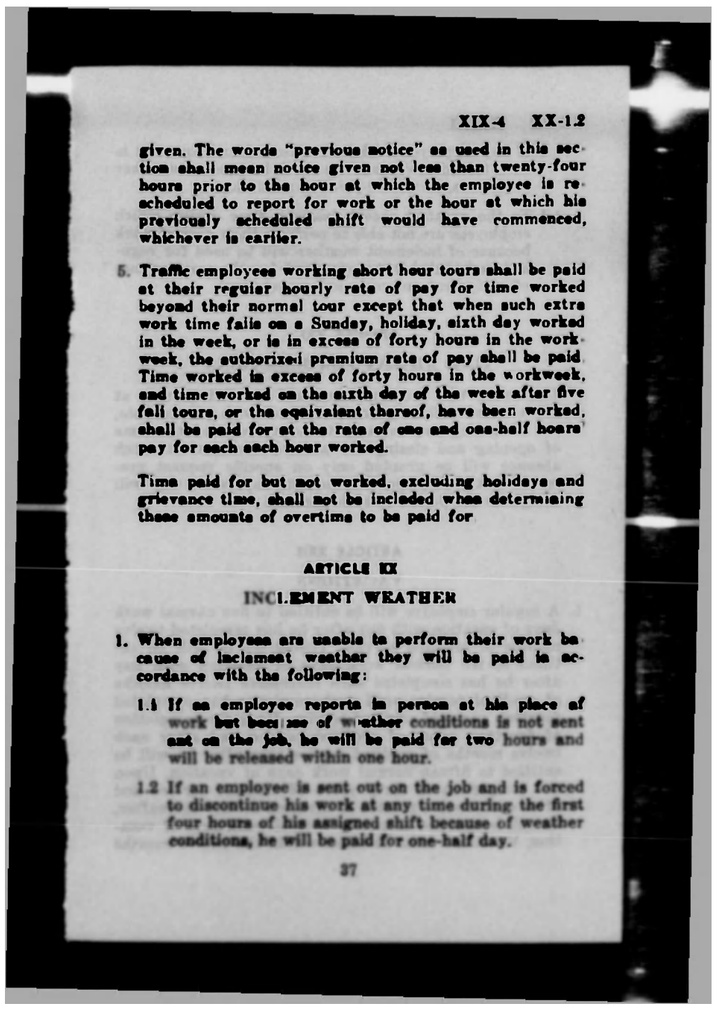
2.2 If the employee is called out for emergency work and he leaves his home as a result of the call four hours or more prior to his next regularly assigned shift, he will receive the overtime rate of pay for all hours actually worked, until he has been relieved from duty for four consecutive hours.

2.3 A minimum of two hours' overtime paid at the overtime rate (three hours' pay) will apply except that such minimum will not apply where the emergency work constitutes a continuation of the employee's regularly assigned shift or where such emergency work continues into the employee's next regularly assigned shift in accordance with sub-section 2.1 above.

3. Employees who are given less than twenty-four hours' previous notice that they will be rescheduled to work on a holiday or a day when they are scheduled to be off will be paid overtime for such day. Scheduled days off may be changed on notice of at least twenty-four hours, or employees may be called in to work on their scheduled days off without the payment of overtime, provided at least twenty-four hours' previous notice is given. The words "previous notice" in this section shall mean notice given not less than twenty-four hours prior to the hour at which the employee is to report for work in accordance with such notice.

4. Employees who are given less than twenty-four hours' notice that their shift is changed on a day which they are normally scheduled to work will be paid overtime for the hours worked in their rescheduled shift which fall prior to or after their previously scheduled shift. Employees may have their hours of work changed on a scheduled work day without the payment of overtime, provided at least twenty-four hours' previous notice is

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given. The words "previous notice" as used in this section shall mean notice given not less than twenty-four hours prior to the hour at which the employee is rescheduled to report for work or the hour at which his previously scheduled shift would have commenced, whichever is earlier.

5. Traffic employees working short hour tours shall be paid at their regular hourly rate of pay for time worked beyond their normal tour except that when such extra work time falls on a Sunday, holiday, sixth day worked in the week, or is in excess of forty hours in the workweek, the authorized premium rate of pay shall be paid. Time worked in excess of forty hours in the workweek, and time worked on the sixth day of the week after five full tours, or the equivalent thereof, have been worked, shall be paid for at the rate of one and one-half hours' pay for each such hour worked.

Time paid for but not worked, excluding holidays and grievance time, shall not be included when determining these amounts of overtime to be paid for.

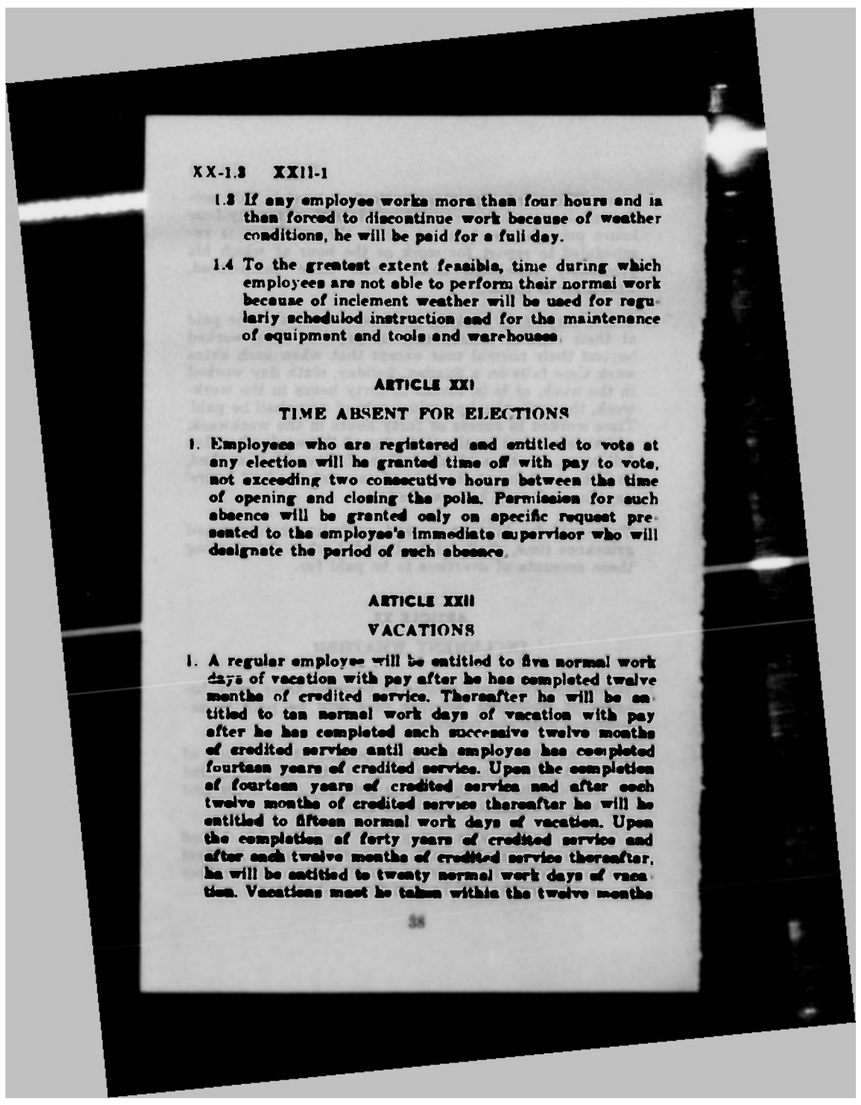
ARTICLE IX

INCLEMENT WEATHER

1. When employees are unable to perform their work because of inclement weather they will be paid in accordance with the following:

1.1 If an employee reports in person at his place of work but because of weather conditions is not sent out on the job, he will be paid for two hours and will be released within one hour.

1.2 If an employee is sent out on the job and is forced to discontinue his work at any time during the first four hours of his assigned shift because of weather conditions, he will be paid for one-half day.



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1.3 If any employee works more than four hours and is then forced to discontinue work because of weather conditions, he will be paid for a full day.

1.4 To the greatest extent feasible, time during which employees are not able to perform their normal work because of inclement weather will be used for regularly scheduled instruction and for the maintenance of equipment and tools and warehouses.

ARTICLE XXI

TIME ABSENT FOR ELECTIONS

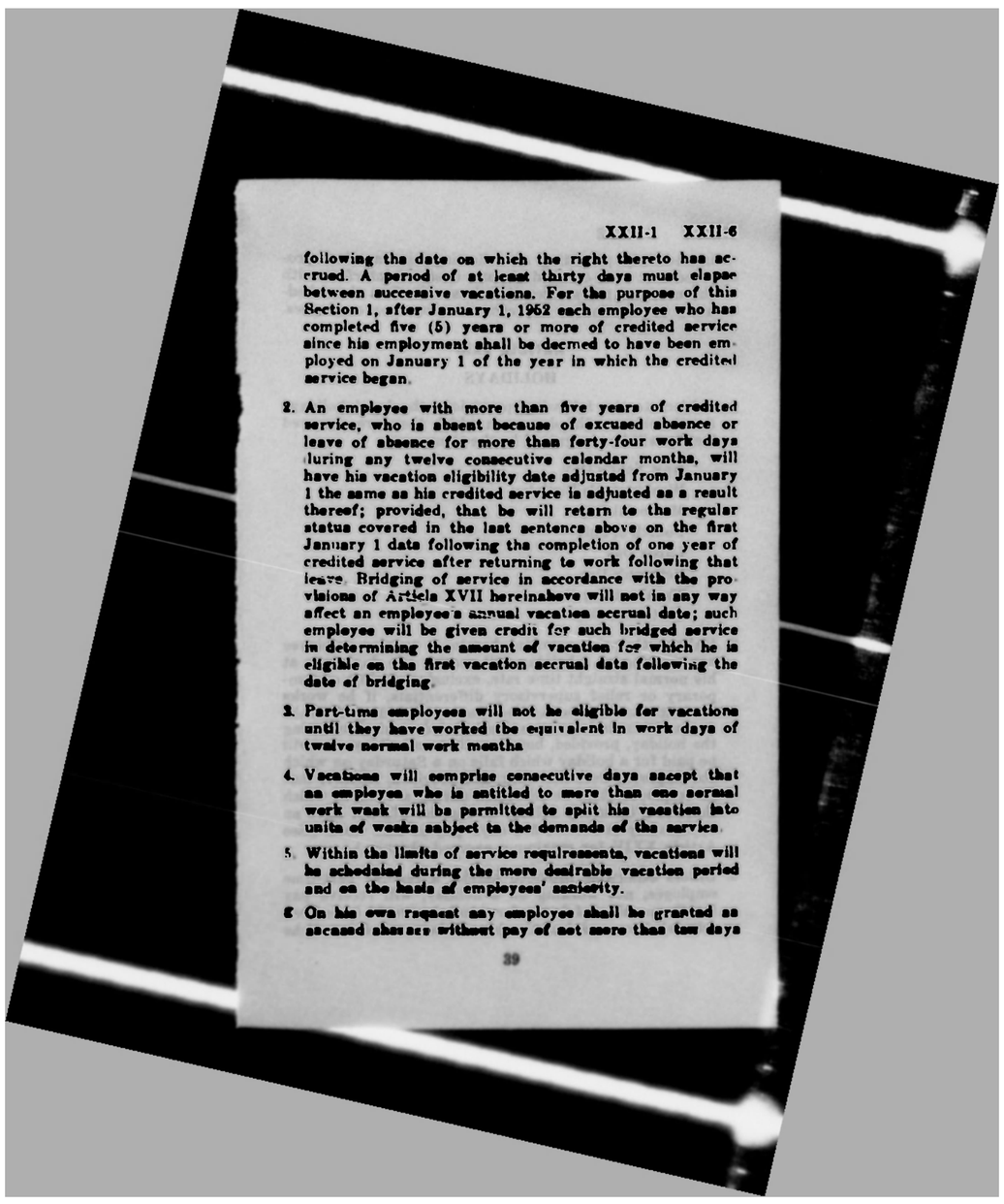
1. Employees who are registered and entitled to vote at any election will be granted time off with pay to vote, not exceeding two consecutive hours between the time of opening and closing the polls. Permission for such absence will be granted only on specific request presented to the employee's immediate supervisor who will designate the period of such absence.

ARTICLE XXII

VACATIONS

1. A regular employee will be entitled to five normal work days of vacation with pay after he has completed twelve months of credited service. Thereafter he will be entitled to ten normal work days of vacation with pay after he has completed such successive twelve months of credited service until such employee has completed fourteen years of credited service. Upon the completion of fourteen years of credited service and after each twelve months of credited service thereafter he will be entitled to fifteen normal work days of vacation. Upon the completion of forty years of credited service and after each twelve months of credited service thereafter, he will be entitled to twenty normal work days of vacation. Vacations must be taken within the twelve months

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following the date on which the right thereto has accrued. A period of at least thirty days must elapse between successive vacations. For the purpose of this Section 1, after January 1, 1952 each employee who has completed five (5) years or more of credited service since his employment shall be deemed to have been employed on January 1 of the year in which the credited service began.

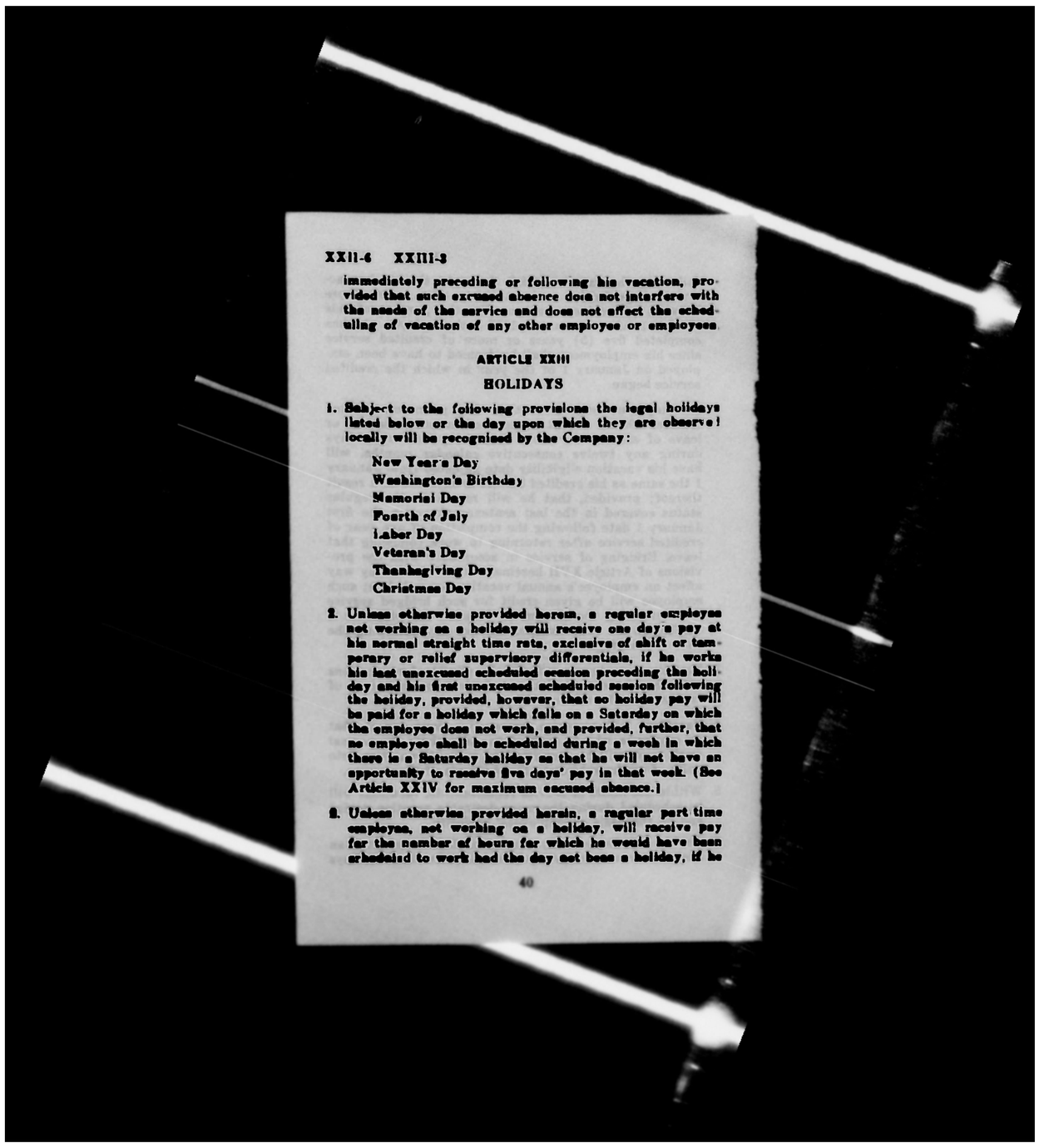
2. An employee with more than five years of credited service, who is absent because of excused absence or leave of absence for more than forty-four work days during any twelve consecutive calendar months, will have his vacation eligibility date adjusted from January 1 the same as his credited service is adjusted as a result thereof; provided, that he will return to the regular status covered in the last sentence above on the first January 1 date following the completion of one year of credited service after returning to work following that leave. Bridging of service in accordance with the provisions of Article XVII hereinabove will not in any way affect an employee's annual vacation accrual date; such employee will be given credit for such bridged service in determining the amount of vacation for which he is eligible on the first vacation accrual date following the date of bridging.

3. Part-time employees will not be eligible for vacations until they have worked the equivalent in work days of twelve normal work months.

4. Vacations will comprise consecutive days except that an employee who is entitled to more than one normal work week will be permitted to split his vacation into units of weeks subject to the demands of the service.

5. Within the limits of service requirements, vacations will be scheduled during the more desirable vacation period and on the basis of employees' seniority.

6. On his own request any employee shall be granted an unpaid absence without pay of not more than ten days



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immediately preceding or following his vacation, provided that such excused absence does not interfere with the needs of the service and does not affect the scheduling of vacation of any other employee or employees

ARTICLE XXIII

HOLIDAYS

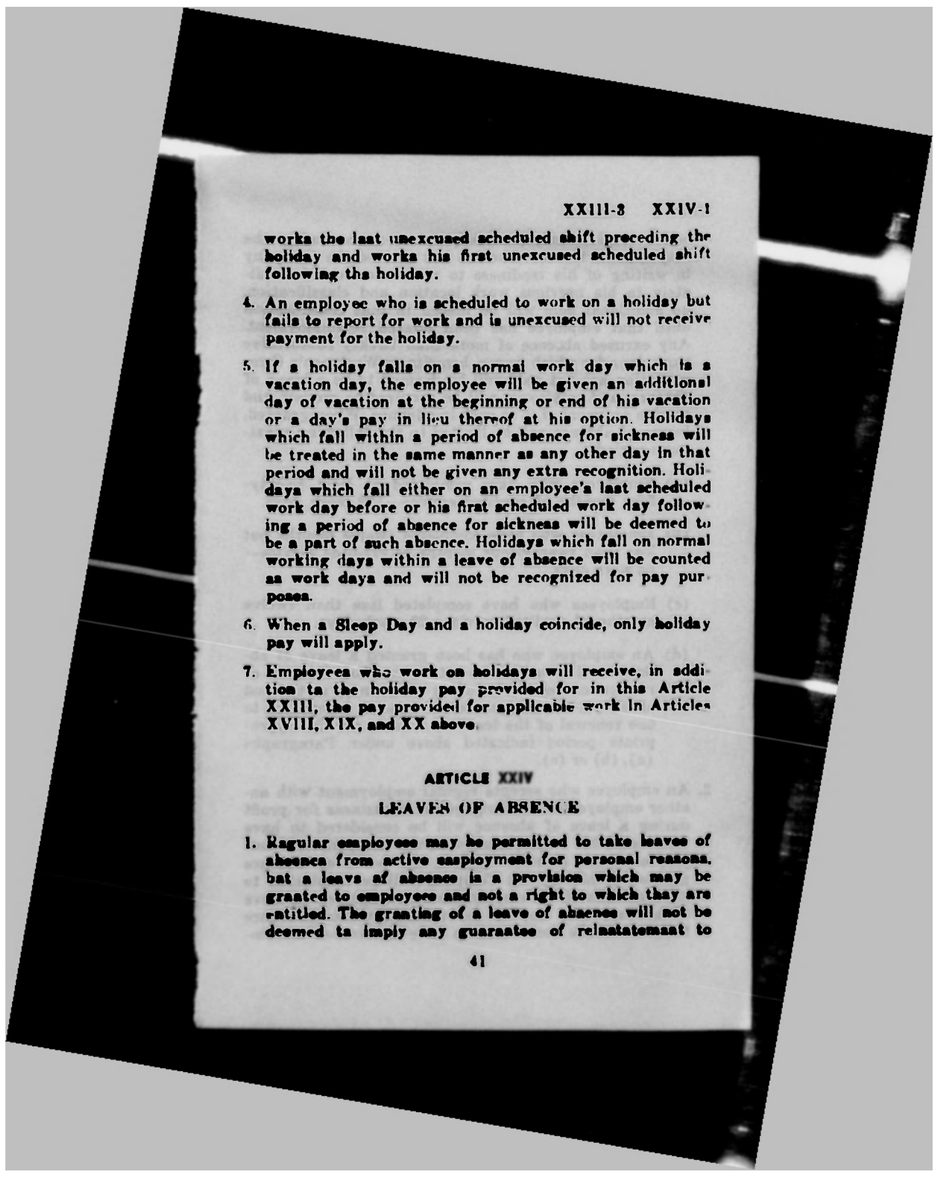
1. Subject to the following provisions the legal holidays listed below or the day upon which they are observed locally will be recognized by the Company:

New Year's Day
Washington's Birthday
Memorial Day
Fourth of July
Labor Day
Veteran's Day
Thanksgiving Day
Christmas Day

2. Unless otherwise provided herein, a regular employee not working on a holiday will receive one day's pay at his normal straight time rate, exclusive of shift or temporary or relief supervisory differentials, if he works his last unexcused scheduled session preceding the holiday and his first unexcused scheduled session following the holiday, provided, however, that no holiday pay will be paid for a holiday which falls on a Saturday on which the employee does not work, and provided, further, that no employee shall be scheduled during a week in which there is a Saturday holiday so that he will not have an opportunity to receive five days' pay in that week. (See Article XXIV for maximum excused absence.)

3. Unless otherwise provided herein, a regular part time employee, not working on a holiday, will receive pay for the number of hours for which he would have been scheduled to work had the day not been a holiday, if he

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works the last unexcused scheduled shift preceding the holiday and works his first unexcused scheduled shift following the holiday.

4. An employee who is scheduled to work on a holiday but fails to report for work and is unexcused will not receive payment for the holiday.

5. If a holiday falls on a normal work day which is a vacation day, the employee will be given an additional day of vacation at the beginning or end of his vacation or a day's pay in lieu thereof at his option. Holidays which fall within a period of absence for sickness will be treated in the same manner as any other day in that period and will not be given any extra recognition. Holidays which fall either on an employee's last scheduled work day before or his first scheduled work day following a period of absence for sickness will be deemed to be a part of such absence. Holidays which fall on normal working days within a leave of absence will be counted as work days and will not be recognized for pay purposes.

6. When a Sleep Day and a holiday coincide, only holiday pay will apply.

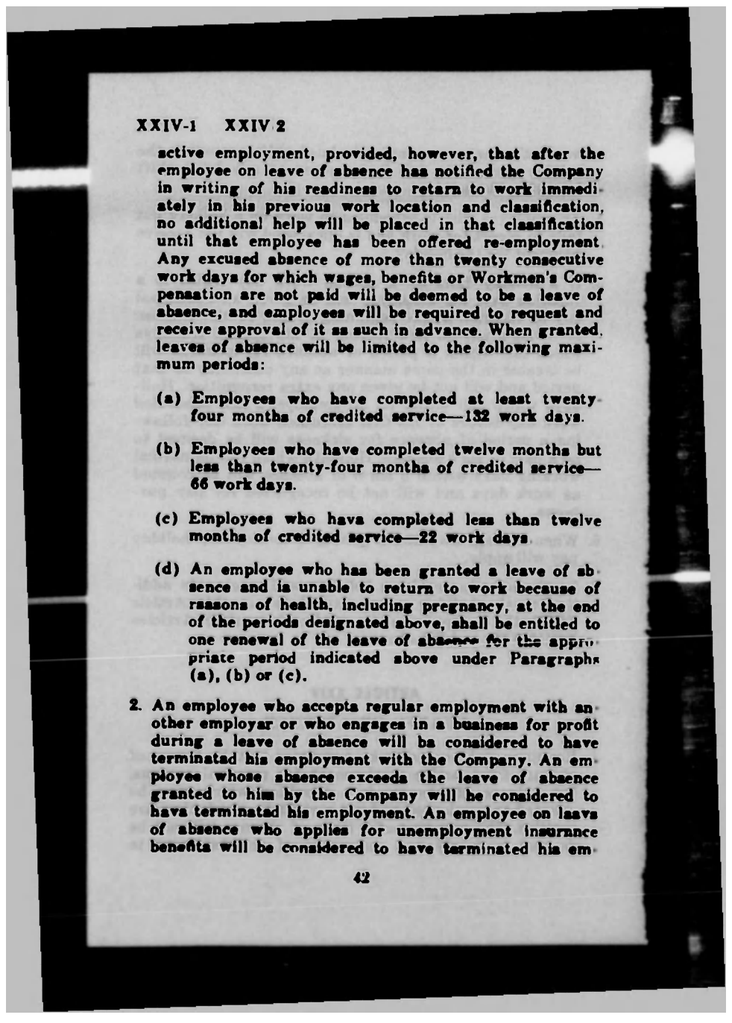
7. Employees who work on holidays will receive, in addition to the holiday pay provided for in this Article XXIII, the pay provided for applicable work in Articles XVIII, XIX, and XX above.

ARTICLE XXIV

LEAVES OF ABSENCE

1. Regular employees may be permitted to take leaves of absence from active employment for personal reasons, but a leave of absence is a provision which may be granted to employees and not a right to which they are entitled. The granting of a leave of absence will not be deemed to imply any guarantee of reinstatement to

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sctive employment, provided, however, that after the employee on leave of absence has notified the Company in writing of his readiness to retarn to work immediately in his previous work location and classification, no additional help will be placed in that classification until that employee has been offered re-employment. Any excused absence of more than twenty consecutive work days for which wages, benefits or Workmen's Compensation are not paid will be deemed to be a leave of absence, and employees will be required to request and receive approval of it as such in advance. When granted, leaves of absence will be limited to the following maximum periods:

(a) Employees who have completed at least twenty four months of credited service—132 work days.

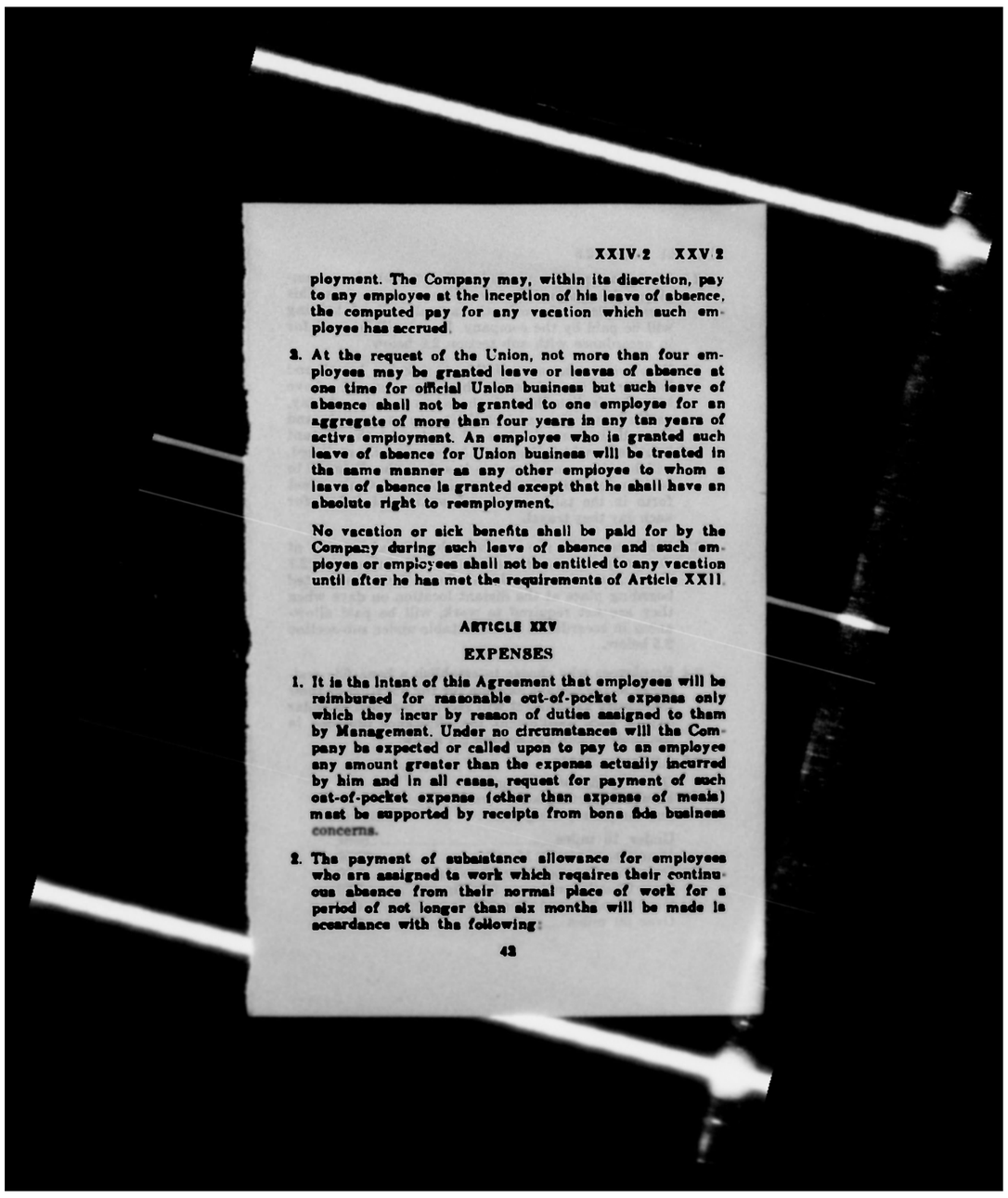
(b) Employees who have completed twelve months but less than twenty-four months of credited service—66 work days.

(c) Employees who hava completed less than twelve months of credited service—22 work days.

(d) An employee who has been granted a leave of absence and is unable to return to work because of rsasons of health, including pregnancy, at the end of the periods designated above, shall be entitled to one renewal of the leave of absence for the appropriate period indicated above under Paragraphs (a), (b) or (c).

2. An employee who accepts regular employment with another employar or who engages in a business for profit during a leave of absence will ba considered to have terminatad his employment with the Company. An employee whose absence exceeds the leave of absence granted to him by the Company will be considered to hava terminatad his employment. An employee on leava of absence who applies for unemployment insurance benefits will be considered to have terminated his em-

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ployment. The Company may, within its discretion, pay to any employee at the inception of his leave of absence, the computed pay for any vacation which such employee has accrued.

2. At the request of the Union, not more than four employees may be granted leave or leaves of absence at one time for official Union business but such leave of absence shall not be granted to one employee for an aggregate of more than four years in any ten years of active employment. An employee who is granted such leave of absence for Union business will be treated in the same manner as any other employee to whom a leave of absence is granted except that he shall have an absolute right to reemployment.

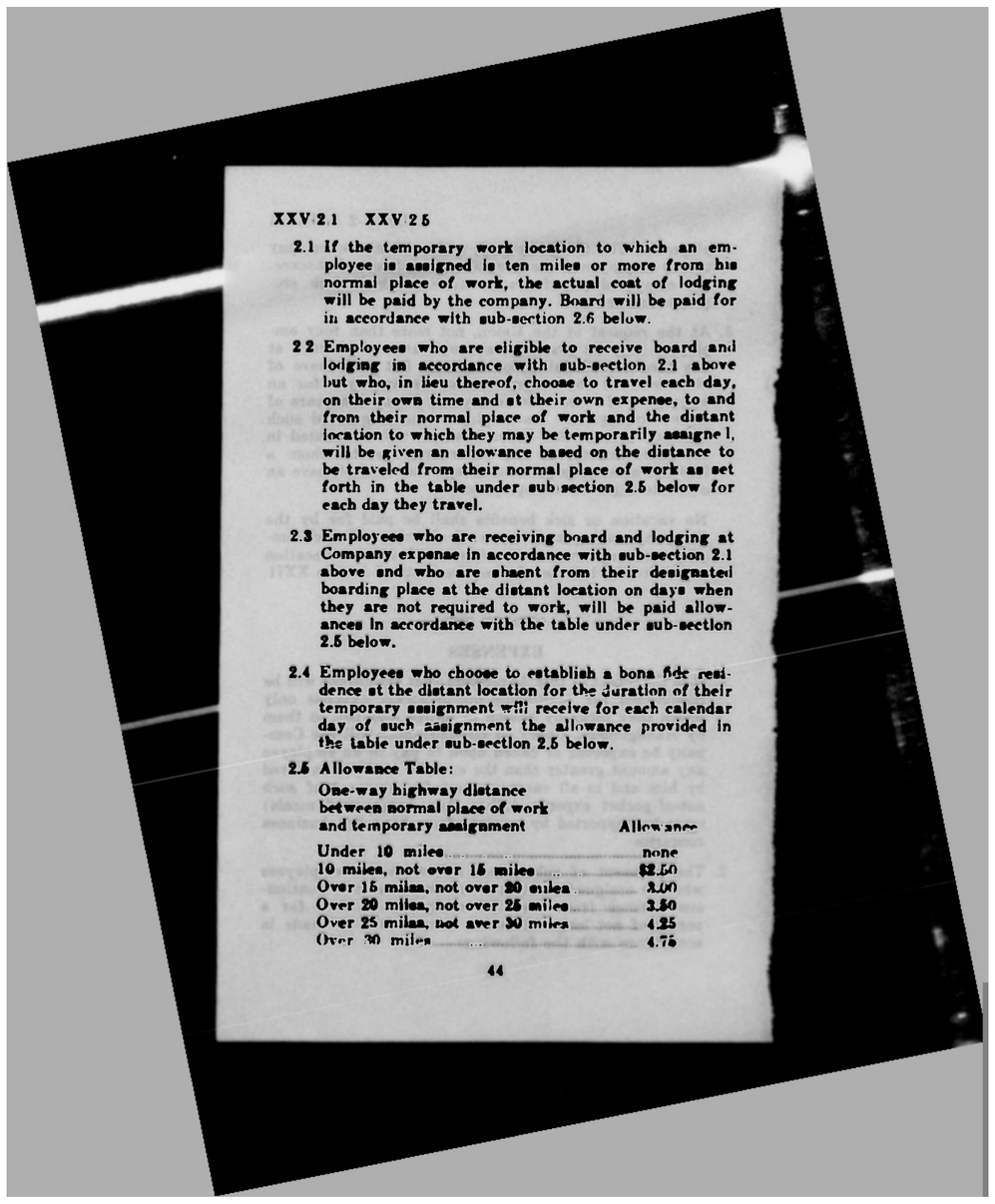
No vacation or sick benefits shall be paid for by the Company during such leave of absence and such employee or employees shall not be entitled to any vacation until after he has met the requirements of Article XXII.

ARTICLE XXV

EXPENSES

1. It is the intent of this Agreement that employees will be reimbursed for reasonable out-of-pocket expense only which they incur by reason of duties assigned to them by Management. Under no circumstances will the Company be expected or called upon to pay to an employee any amount greater than the expense actually incurred by him and in all cases, request for payment of such out-of-pocket expense (other than expense of meals) must be supported by receipts from bona fide business concerns.

2. The payment of subsistance allowance for employees who are assigned to work which requires their continuous absence from their normal place of work for a period of not longer than six months will be made in accordance with the following:



XXV 2.1 XXV 2.5

2.1 If the temporary work location to which an employee is assigned is ten miles or more from his normal place of work, the actual cost of lodging will be paid by the company. Board will be paid for in accordance with sub-section 2.6 below.

2.2 Employees who are eligible to receive board and lodging in accordance with sub-section 2.1 above but who, in lieu thereof, choose to travel each day, on their own time and at their own expense, to and from their normal place of work and the distant location to which they may be temporarily assigned, will be given an allowance based on the distance to be traveled from their normal place of work as set forth in the table under sub-section 2.5 below for each day they travel.

2.3 Employees who are receiving board and lodging at Company expense in accordance with sub-section 2.1 above and who are absent from their designated boarding place at the distant location on days when they are not required to work, will be paid allowances in accordance with the table under sub-section 2.5 below.

2.4 Employees who choose to establish a bona fide residence at the distant location for the duration of their temporary assignment will receive for each calendar day of such assignment the allowance provided in the table under sub-section 2.5 below.

2.5 Allowance Table:

One-way highway distance between normal place of work and temporary assignment	Allowance
Under 10 miles	none
10 miles, not over 15 miles	$2.50
Over 15 miles, not over 20 miles	3.00
Over 20 miles, not over 25 miles	3.50
Over 25 miles, not over 30 miles	4.25
Over 30 miles	4.75

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2.6 Reimbursement for meals eaten pursuant to sub-section 2.1 or incidental meals which are purchased because of an employee's absence from his normal place of work, will be as follows:

Breakfast	$1.00
Lunch	1.25
Dinner	2.40

Meals which are paid for by the Company will be eaten on the employee's own time.

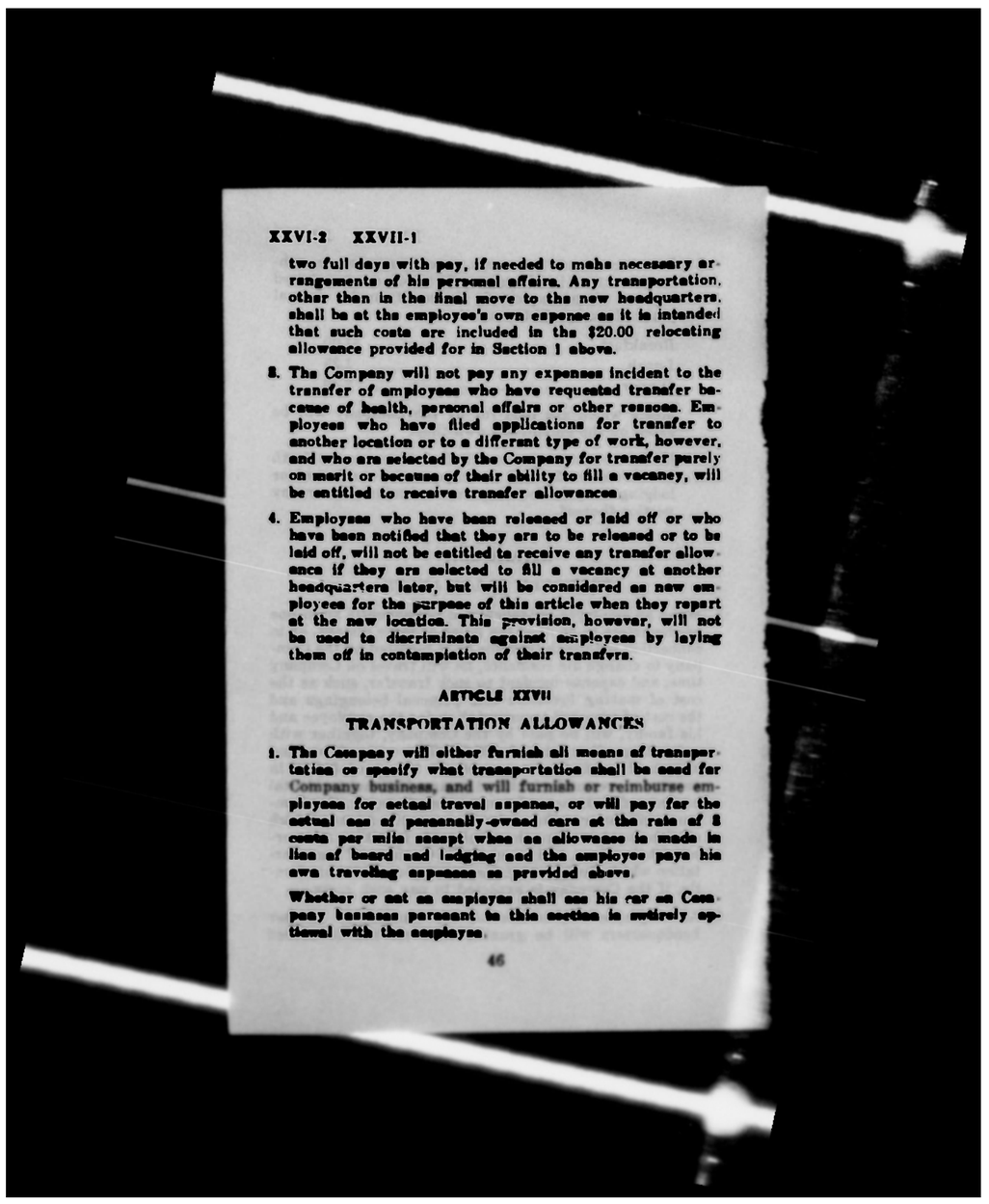
2.7 Under no circumstance will the allowance set forth in sub-section 2.5 and the expense for meals and/or lodging be paid for the same calendar day or any portion thereof.

ARTICLE XXVI

TRANSFER ALLOWANCES

1. When an employee is transferred permanently from one headquarters to another ten miles or more distant, or in connection with such transfer he is required by the Company to change his residence, he will travel on Company time, and expense incident to such transfer, such as the cost of moving furniture and personal belongings and the cost of personal transportation for the employee and his family, will be paid by the Company, together with a locating allowance of $20.00. The cost of packing household goods in an amount not to exceed $15.00 in any one move can be included as an additional incidental expense of each move. In every case, however, the Company will reserve the right to name the agency which shall be used to move the employee's furniture and personal belongings, and to prescribe the form of transportation which shall be used for the employee and his family, if the Company is expected to pay such costs.

2. An employee who is selected for transfer to another headquarters will be granted time not to exceed



XXVI-2 XXVII-1

two full days with pay, if needed to make necessary arrangements of his personal affairs. Any transportation, other than in the final move to the new headquarters, shall be at the employee's own expense as it is intended that such costs are included in the $20.00 relocating allowance provided for in Section 1 above.

3. The Company will not pay any expenses incident to the transfer of employees who have requested transfer because of health, personal affairs or other reasons. Employees who have filed applications for transfer to another location or to a different type of work, however, and who are selected by the Company for transfer purely on merit or because of their ability to fill a vacancy, will be entitled to receive transfer allowances.

4. Employees who have been released or laid off or who have been notified that they are to be released or to be laid off, will not be entitled to receive any transfer allowance if they are selected to fill a vacancy at another headquarters later, but will be considered as new employees for the purpose of this article when they report at the new location. This provision, however, will not be used to discriminate against employees by laying them off in contemplation of their transfers.

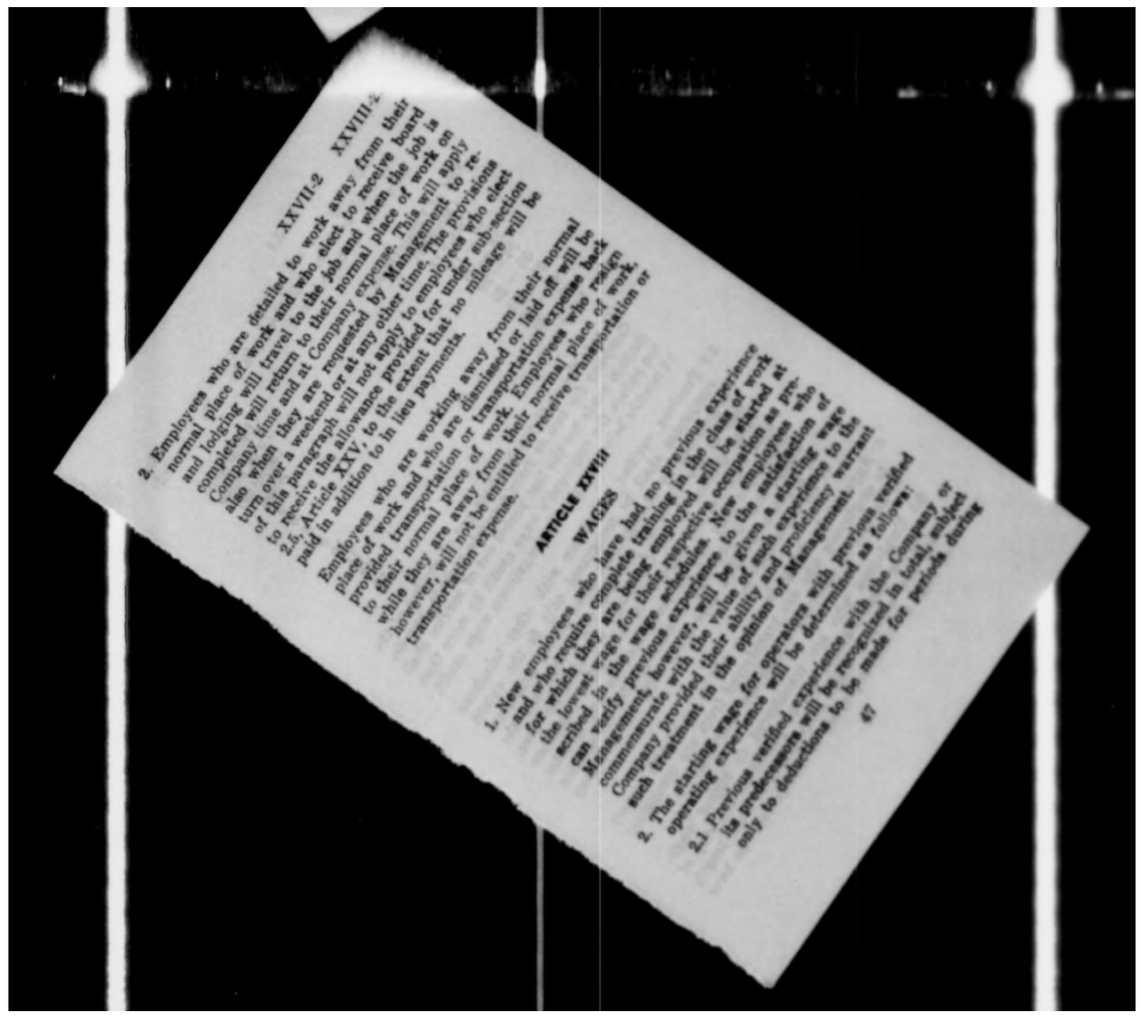
ARTICLE XXVII

TRANSPORTATION ALLOWANCES

1. The Company will either furnish all means of transportation or specify what transportation shall be used for Company business, and will furnish or reimburse employees for actual travel expense, or will pay for the actual use of personally-owned cars at the rate of 8 cents per mile except when an allowance is made in lieu of board and lodging and the employee pays his own traveling expenses as provided above.

Whether or not an employee shall use his car on Company business pursuant to this section is entirely optional with the employee.

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2. Employees who are detailed to work away from their normal place of work and who elect to receive board and lodging will travel to the job and when the job is completed will return to their normal place of work on Company time and at Company expense. This will apply also when they are requested by Management to return over a weekend or at any other time. The provisions of this paragraph will not apply to employees who elect to receive the allowance provided for under sub-section 2.5, Article XXV, to the extent that no mileage will be paid in addition to in lieu payments.

Employees who are working away from their normal place of work and who are dismissed or laid off will be provided transportation or transportation expense back to their normal place of work. Employees who resign while they are away from their normal place of work, however, will not be entitled to receive transportation or transportation expense.

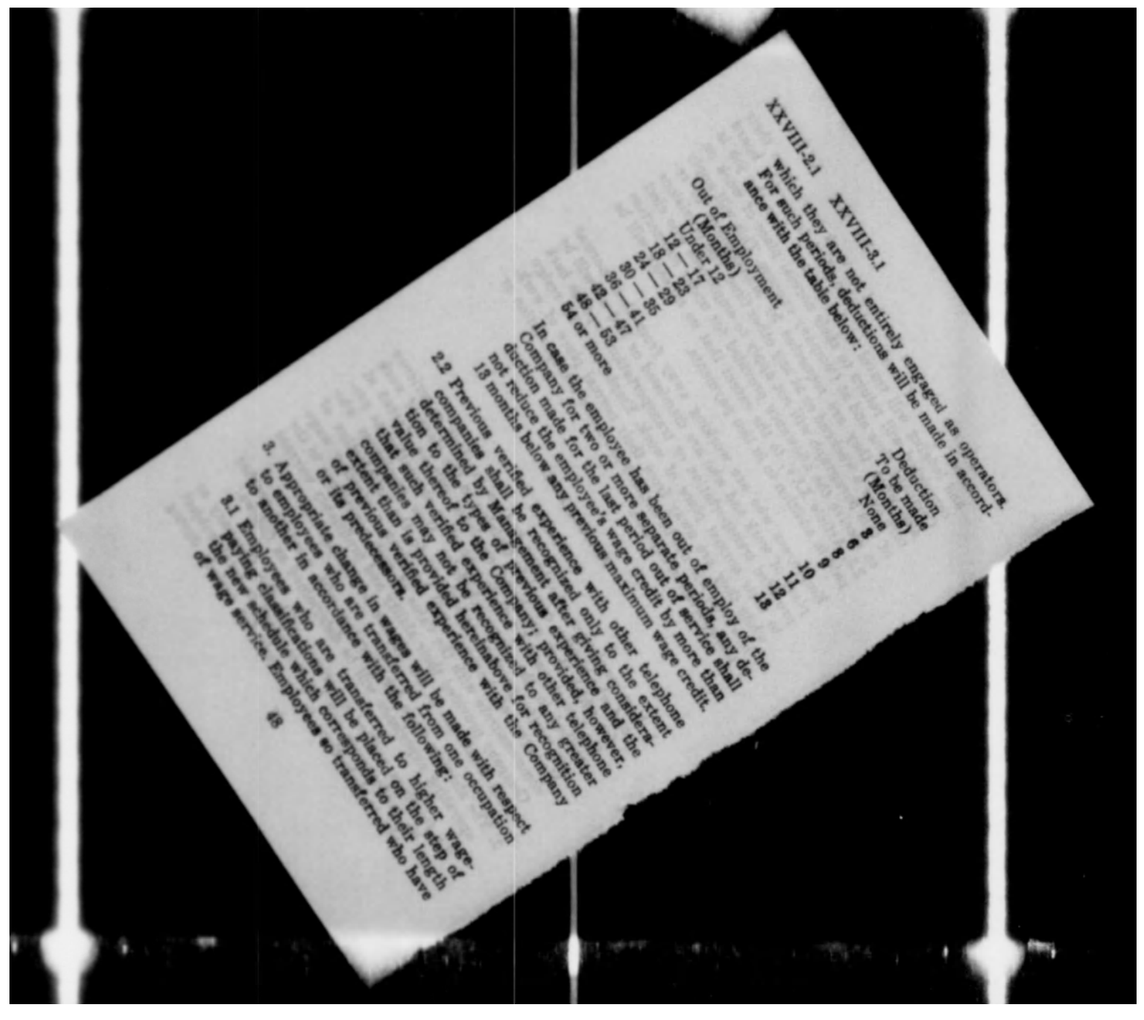
ARTICLE XXVIII

WAGES

1. New employees who have had no previous experience and who require complete training in the class of work for which they are being employed will be started at the lowest wage for their respective occupation as prescribed in the wage schedules. New employees who can verify previous experience, will be given a starting wage Management, however, with the value of such experience to the Company provided their ability and proficiency warrant commensurate with the opinion of Management. such treatment in the Company's opinion.

2. The starting wage for operators with previous verified operating experience will be determined as follows:

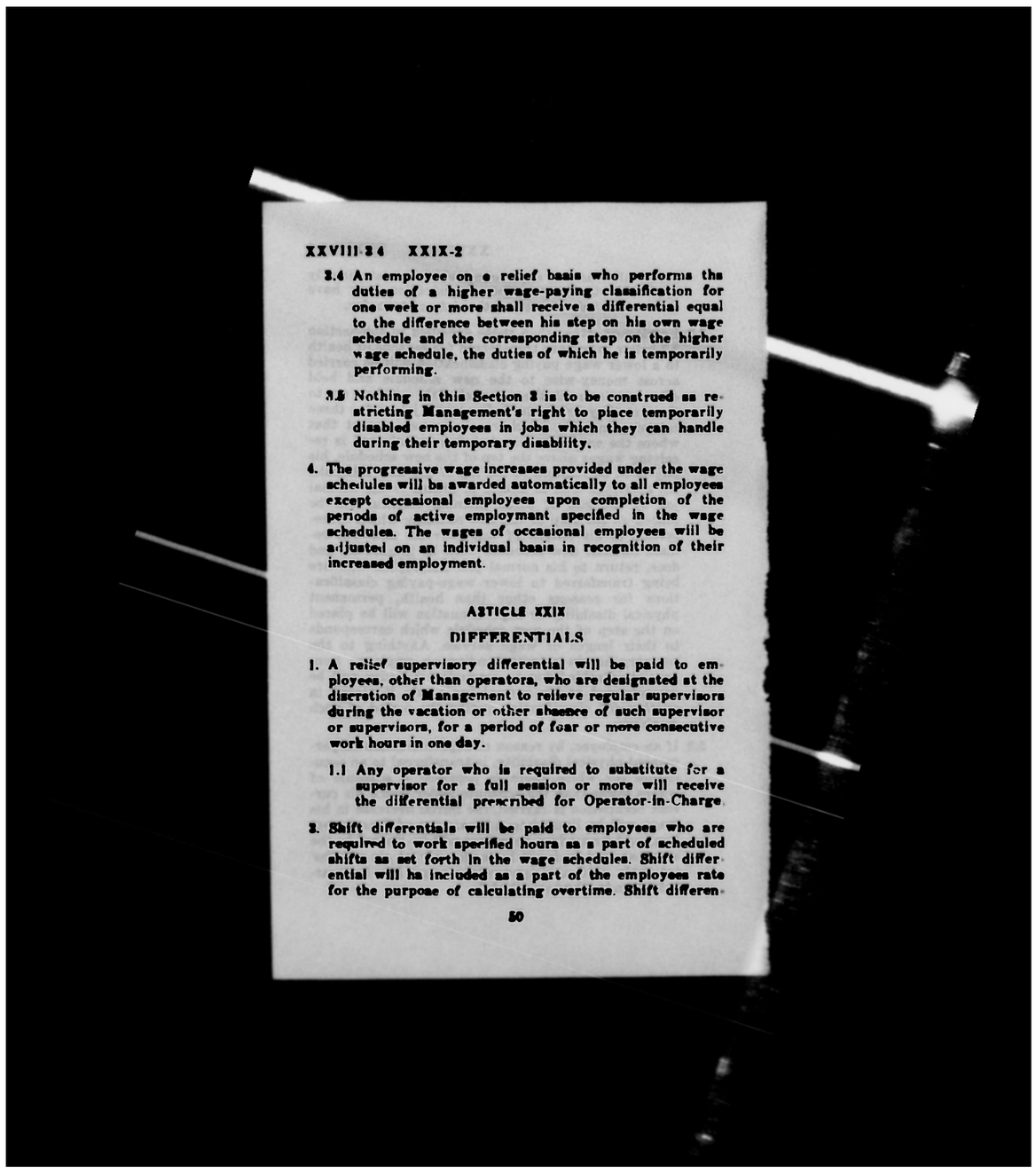
2.1 Previous verified experience with the Company or its predecessors will be recognized in total, subject only to deductions to be made for periods during



credit allowed for experience which is not directly applicable to the new job classification may have such credit taken away at the date of transfer.

3.2 Employees, other than those specified in sub-section 3.3 below, who have transferred for reasons of health to a lower wage paying classification will be carried across money wise to the new schedule and held off-schedule until the new schedule catches up to them or they return to their normal job or for three calendar months, whichever is sooner, except that where the employee who is being transferred is receiving wages above the top of the new schedule, his pay shall be reduced to the top of the new schedule. An employee who is unable to return to his normal job by the end of three calendar months will be placed on the step of the new schedule which corresponds to his length of wage service and will remain on that new schedule until he is able to, and does, return to his normal job. Employees who are being transferred to lower wage-paying classifications for reasons other than health, permanent physical disability or superannuation will be placed on the step of the new schedule which corresponds to their length of wage service. Anything to the contrary herein notwithstanding an employee temporarily disabled due to occupational injury will be compensated at his normal basic rate if placed in another job classification during the period of such disability.

3.3 If an employee, by reason of superannuation or permanent physical disability, is transferred to an occupation for which there is provided a schedule of wages lower than the schedule under which his current occupation is carried, the initial decrease in his wage will be limited to a maximum of 6 cents per hour and succeeding decreases will be limited to the same amount and will be made only at six months' intervals until the appropriate wage has been attained under the new schedule.



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3.4 An employee on a relief basis who performs the duties of a higher wage-paying classification for one week or more shall receive a differential equal to the difference between his step on his own wage schedule and the corresponding step on the higher wage schedule, the duties of which he is temporarily performing.

3.5 Nothing in this Section 3 is to be construed as restricting Management's right to place temporarily disabled employees in jobs which they can handle during their temporary disability.

4. The progressive wage increases provided under the wage schedules will be awarded automatically to all employees except occasional employees upon completion of the periods of active employment specified in the wage schedules. The wages of occasional employees will be adjusted on an individual basis in recognition of their increased employment.

ARTICLE XXIX

DIFFERENTIALS

1. A relief supervisory differential will be paid to employees, other than operators, who are designated at the discretion of Management to relieve regular supervisors during the vacation or other absence of such supervisor or supervisors, for a period of four or more consecutive work hours in one day.

1.1 Any operator who is required to substitute for a supervisor for a full session or more will receive the differential prescribed for Operator-in-Charge.

2. Shift differentials will be paid to employees who are required to work specified hours as a part of scheduled shifts as set forth in the wage schedules. Shift differential will be included as a part of the employees rate for the purpose of calculating overtime. Shift differen-

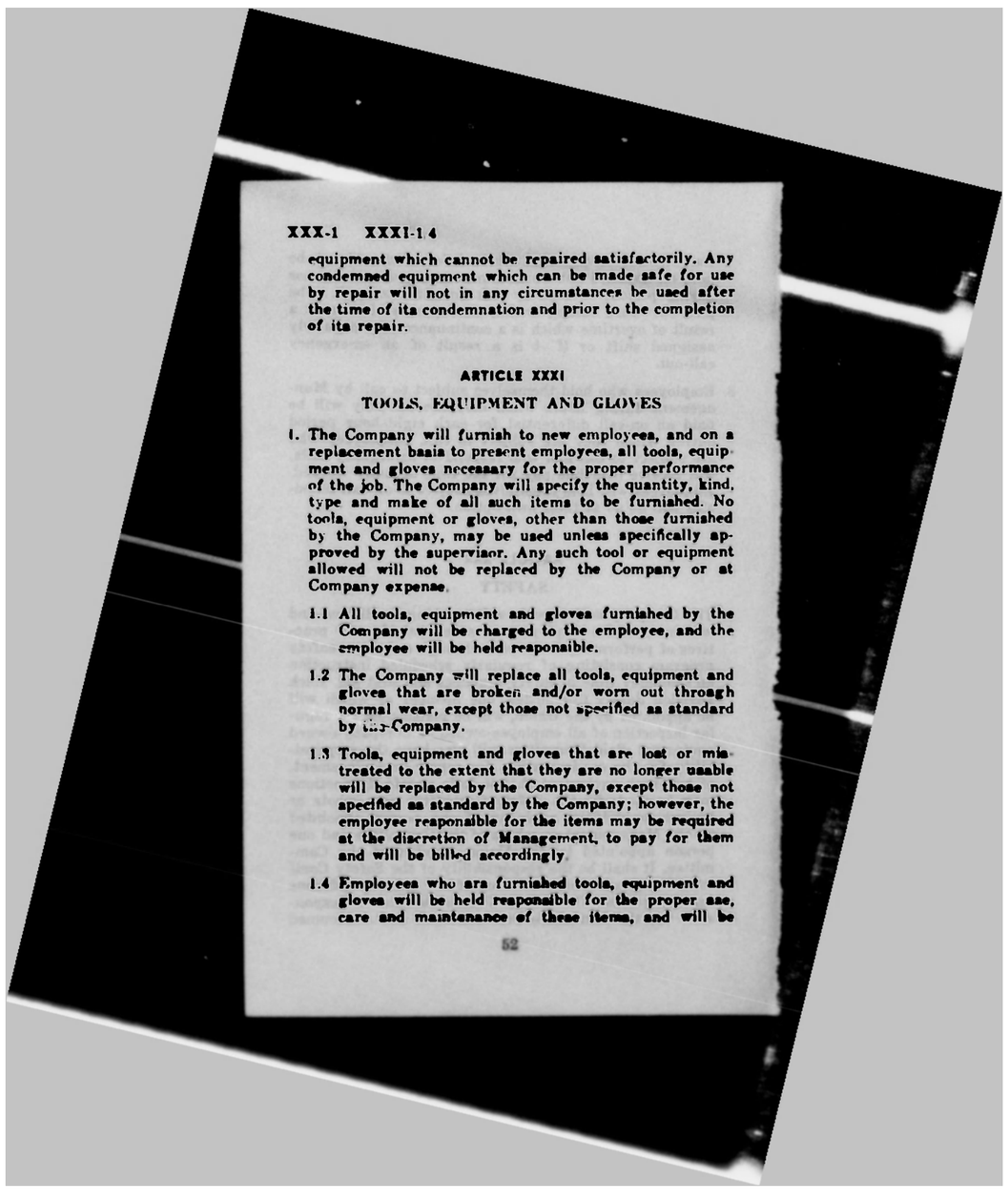
tial will not be prorated. Shift differential will not be paid on holidays not worked, nor during vacations, nor during periods covered by sick benefits, nor will it be paid for work falling within the specified hours as a result of overtime which is a continuance of a regularly assigned shift or if it is a result of an emergency call-out.

3. Employees who hold themselves subject to call by Management during hours when they are off duty will be paid an on-call differential for each eight-hour period during which they are subject to call. Employees who are subject to call and who respond to emergency calls, will receive overtime pay for the time actually worked. Employees who hold themselves subject to on-call schedules will do so at their own option.

ARTICLE XXX

SAFETY

1. The Company will provide safe working conditions and will instruct its employees in safe methods and practices of performing their work through a definite safety program consisting of regularly scheduled instruction on Company time in safety practices and first aid. Each Division Safety Committee, one member of which will be appointed by the Union, will be responsible for regular inspection of all employee-owned or Company-owned equipment. Said Committee will also have the responsibility for the condemnation, for repair or replacement, of any such equipment that it feels unsafe. Inspections may be made by the Safety Committee as a whole or by sub-committees, made up of one person appointed by the Management members of the Committee and one person appointed by the Union member of the Committee. It shall be the responsibility of the Safety Committee to recommend correction of any unsafe conditions that may arise. The Safety Committee shall be responsible for the immediate destruction of any condemned



XXX-1 XXXI-1 4

equipment which cannot be repaired satisfactorily. Any condemned equipment which can be made safe for use by repair will not in any circumstances be used after the time of its condemnation and prior to the completion of its repair.

ARTICLE XXXI

TOOLS, EQUIPMENT AND GLOVES

1. The Company will furnish to new employees, and on a replacement basis to present employees, all tools, equipment and gloves necessary for the proper performance of the job. The Company will specify the quantity, kind, type and make of all such items to be furnished. No tools, equipment or gloves, other than those furnished by the Company, may be used unless specifically approved by the supervisor. Any such tool or equipment allowed will not be replaced by the Company or at Company expense.

1.1 All tools, equipment and gloves furnished by the Company will be charged to the employee, and the employee will be held responsible.

1.2 The Company will replace all tools, equipment and gloves that are broken and/or worn out through normal wear, except those not specified as standard by the Company.

1.3 Tools, equipment and gloves that are lost or mistreated to the extent that they are no longer usable will be replaced by the Company, except those not specified as standard by the Company; however, the employee responsible for the items may be required at the discretion of Management, to pay for them and will be billed accordingly.

1.4 Employees who are furnished tools, equipment and gloves will be held responsible for the proper use, care and maintenance of these items, and will be

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held to an accounting of all tools, equipment and gloves at the time of replacement thereof, or upon termination of employment with the Company.

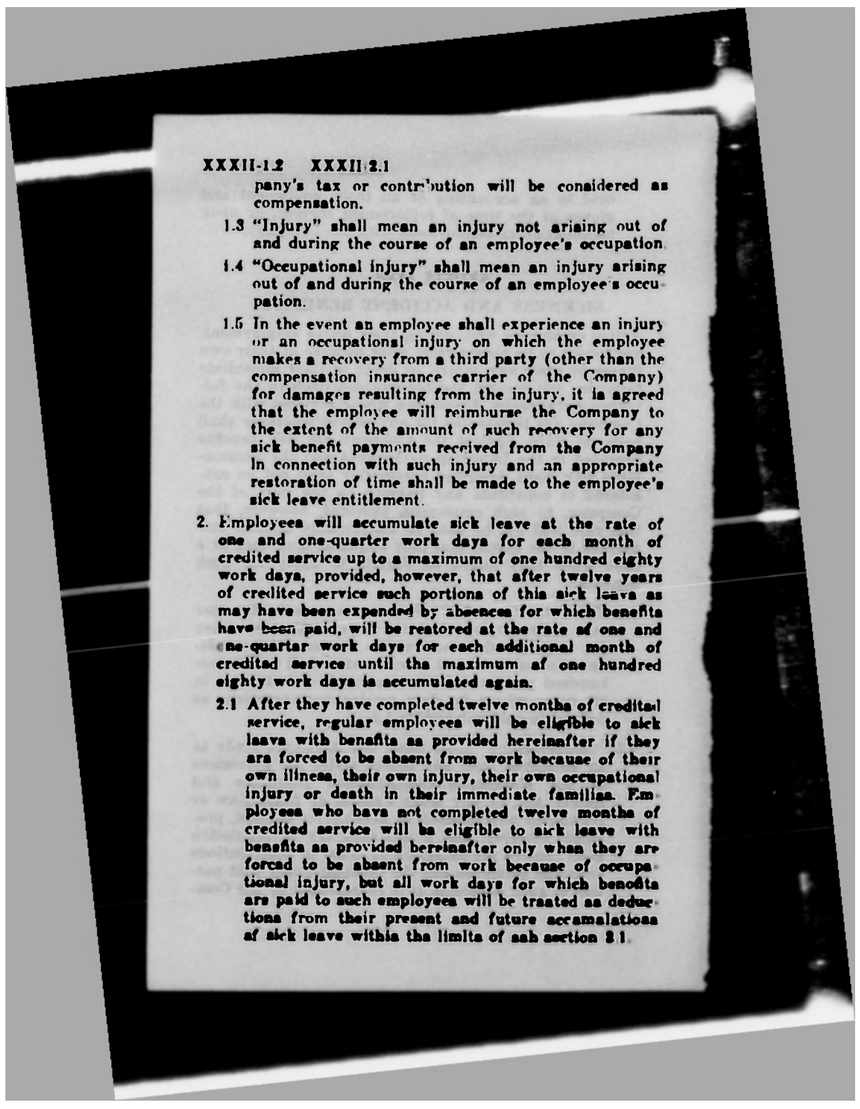
ARTICLE XXXII

SICKNESS AND ACCIDENT BENEFITS

1. Active employees who, during their active employment, are forced to be absent from work because of their own illness or their own injury, or death in their immediate families, will receive the benefits described in the following paragraphs. Employees whose services with the Company are terminated for any reason whatever shall have no claim against the Company for any benefits provided in the following paragraphs and the accumulated sick leave described hereinafter shall not be considered to constitute any liability on the part of the Company, to such employees, provided, however, that this rule will not be used to discriminate against employees to the extent that they might be dismissed at a time when they might be eligible to apply for such benefits.

1.1 The term "benefits" shall mean seventy-five per cent of the employee's stated wage in all cases where the employee does not receive compensation as defined in sub-section 1.2 below and shall mean one-hundred per cent of the employee's stated wage in all cases where he does receive compensation, as defined in said sub-section 1.2.

1.2 "Compensation" shall mean the payments made to an employee from any source under the provisions of the Workmen's Compensation Insurance and Safety Act, or any other Federal or State Law or regulation now in effect or hereinafter enacted, provided, however, that if any such law or regulation shall require the collection of taxes or contributions from the employee and the Company, only that portion of such payments as is represented by the Com-



XXXII-1.2 XXXII-2.1

pany's tax or contribution will be considered as compensation.

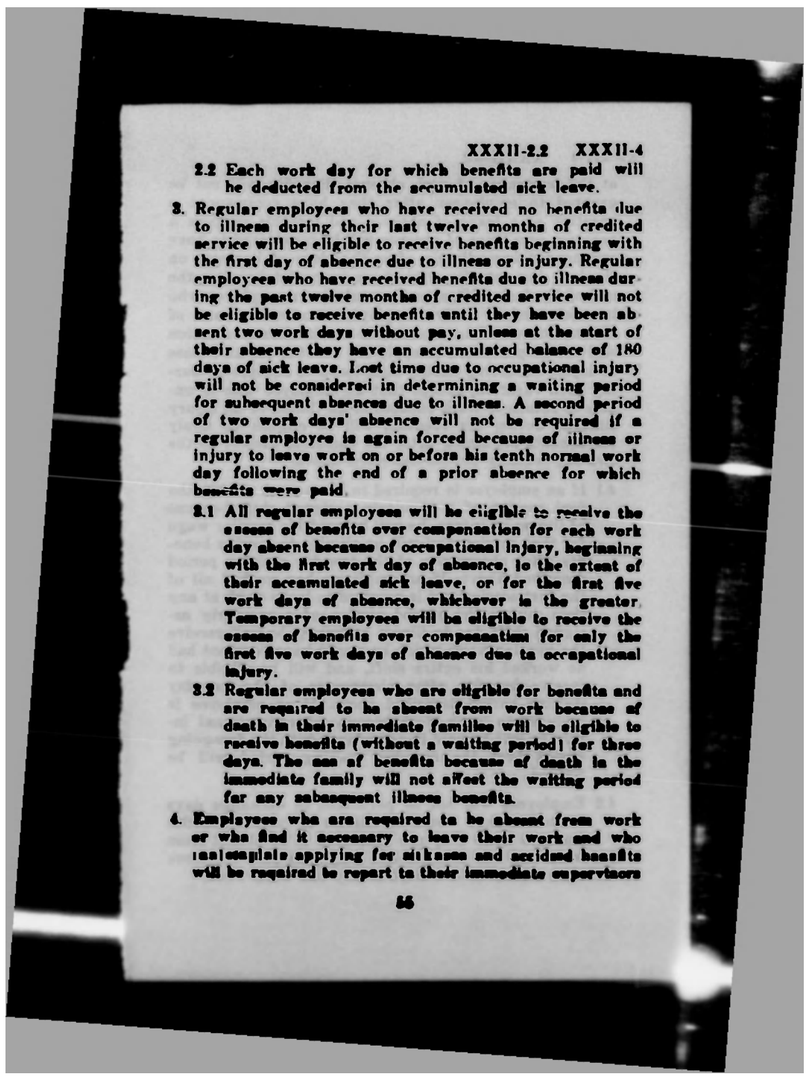
1.3 "Injury" shall mean an injury not arising out of and during the course of an employee's occupation.

1.4 "Occupational injury" shall mean an injury arising out of and during the course of an employee's occupation.

1.5 In the event an employee shall experience an injury or an occupational injury on which the employee makes a recovery from a third party (other than the compensation insurance carrier of the Company) for damages resulting from the injury, it is agreed that the employee will reimburse the Company to the extent of the amount of such recovery for any sick benefit payments received from the Company in connection with such injury and an appropriate restoration of time shall be made to the employee's sick leave entitlement.

2. Employees will accumulate sick leave at the rate of one and one-quarter work days for each month of credited service up to a maximum of one hundred eighty work days, provided, however, that after twelve years of credited service such portions of this sick leave as may have been expended by absences for which benefits have been paid, will be restored at the rate of one and one-quarter work days for each additional month of credited service until the maximum of one hundred eighty work days is accumulated again.

2.1 After they have completed twelve months of credited service, regular employees will be eligible to sick leave with benefits as provided hereinafter if they are forced to be absent from work because of their own illness, their own injury, their own occupational injury or death in their immediate families. Employees who have not completed twelve months of credited service will be eligible to sick leave with benefits as provided hereinafter only when they are forced to be absent from work because of occupational injury, but all work days for which benefits are paid to such employees will be treated as deductions from their present and future accumulations of sick leave within the limits of said section 2.1.



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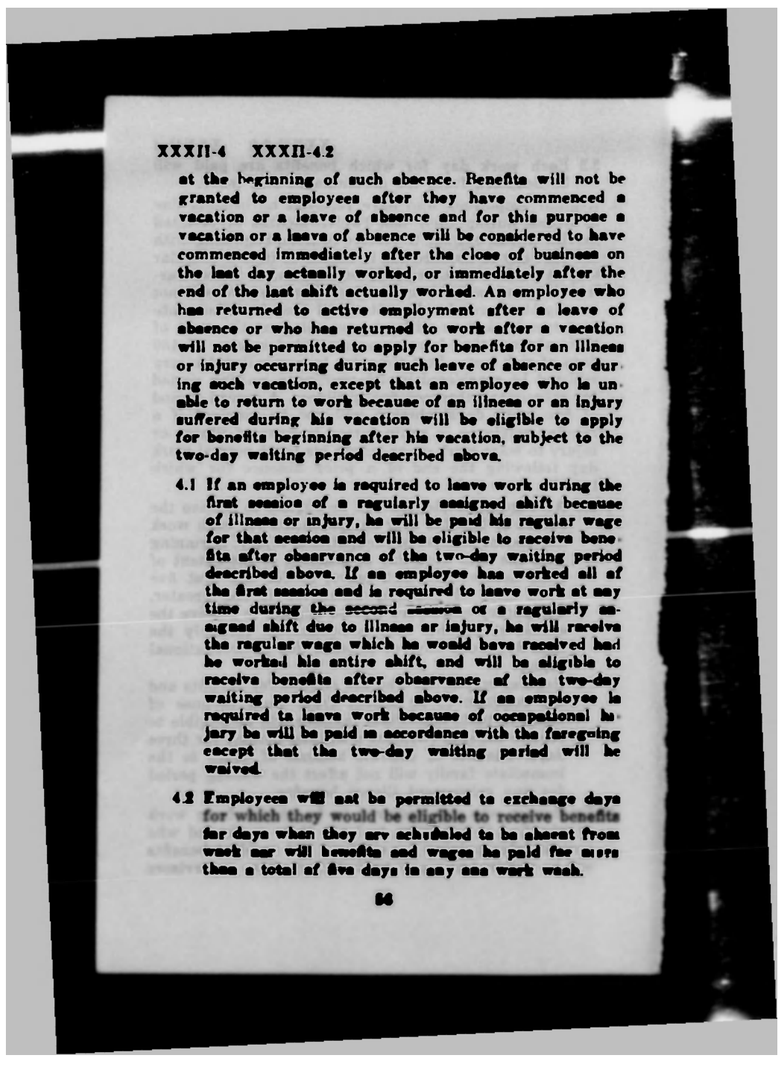
2.2 Each work day for which benefits are paid will be deducted from the accumulated sick leave.

3. Regular employees who have received no benefits due to illness during their last twelve months of credited service will be eligible to receive benefits beginning with the first day of absence due to illness or injury. Regular employees who have received benefits due to illness during the past twelve months of credited service will not be eligible to receive benefits until they have been absent two work days without pay, unless at the start of their absence they have an accumulated balance of 180 days of sick leave. Lost time due to occupational injury will not be considered in determining a waiting period for subsequent absences due to illness. A second period of two work days' absence will not be required if a regular employee is again forced because of illness or injury to leave work on or before his tenth normal work day following the end of a prior absence for which benefits were paid.

3.1 All regular employees will be eligible to receive the excess of benefits over compensation for each work day absent because of occupational injury, beginning with the first work day of absence, to the extent of their accumulated sick leave, or for the first five work days of absence, whichever is the greater. Temporary employees will be eligible to receive the excess of benefits over compensation for only the first five work days of absence due to occupational injury.

3.2 Regular employees who are eligible for benefits and are required to be absent from work because of death in their immediate families will be eligible to receive benefits (without a waiting period) for three days. The use of benefits because of death in the immediate family will not affect the waiting period for any subsequent illness benefits.

4. Employees who are required to be absent from work or who find it necessary to leave their work and who contemplate applying for sickness and accident benefits will be required to report to their immediate supervisors



XXXII-4 XXXII-4.2

at the beginning of such absence. Benefits will not be granted to employees after they have commenced a vacation or a leave of absence and for this purpose a vacation or a leave of absence will be considered to have commenced immediately after the close of business on the last day actually worked, or immediately after the end of the last shift actually worked. An employee who has returned to active employment after a leave of absence or who has returned to work after a vacation will not be permitted to apply for benefits for an illness or injury occurring during such leave of absence or during such vacation, except that an employee who is unable to return to work because of an illness or an injury suffered during his vacation will be eligible to apply for benefits beginning after his vacation, subject to the two-day waiting period described above.

4.1 If an employee is required to leave work during the first session of a regularly assigned shift because of illness or injury, he will be paid his regular wage for that session and will be eligible to receive benefits after observance of the two-day waiting period described above. If an employee has worked all of the first session and is required to leave work at any time during the second session of a regularly assigned shift due to illness or injury, he will receive the regular wage which he would have received had he worked his entire shift, and will be eligible to receive benefits after observance of the two-day waiting period described above. If an employee is required to leave work because of occupational injury he will be paid in accordance with the foregoing except that the two-day waiting period will be waived.

4.2 Employees will not be permitted to exchange days for which they would be eligible to receive benefits for days when they are scheduled to be absent from work nor will benefits and wages be paid for more than a total of five days in any one work week.

4.8 Management will reserve the right to investigate any case of disability due to illness, injury or other cause, for which benefits are requested, and in its sole discretion may require an opinion from a physician other than the one in regular attendance, or a statement from the physician in regular attendance, and the payment of benefits will be governed by such investigation and opinion. Benefits will not be paid in cases of absence caused by nervous disorders unless a physician, selected and paid by the Company, shall deliver to the Company a statement in writing to the effect that such nervous disorder is sufficiently serious to make it essential that the employee be relieved from work for a definite period of time. Benefits will not be paid for more than ten work days of absence due to pregnancy and Management will reserve the right to require pregnant employees to commence such absences.

In any event the determination of the payment of benefits shall rest solely with Management which fairly shall consider, but shall not necessarily be bound by, doctors' reports and all other pertinent information.

5. Employees who are found to be guilty of abusing the foregoing provisions for sickness and accident benefits may be subject to dismissal or to forfeiture of any privileges relating thereto.

The parties hereto have caused this Agreement to be executed by their duly authorized officers.

GENERAL TELEPHONE COMPANY OF CALIFORNIA

By s/s Carl Von Hake
CARL VON HAKE

By s/s Frank A. Peter
FRANK A. PETER

By s/s Otis W. Campbell
OTIS W. CAMPBELL

By s/s Roberta Truman
ROBERTA TRUMAN

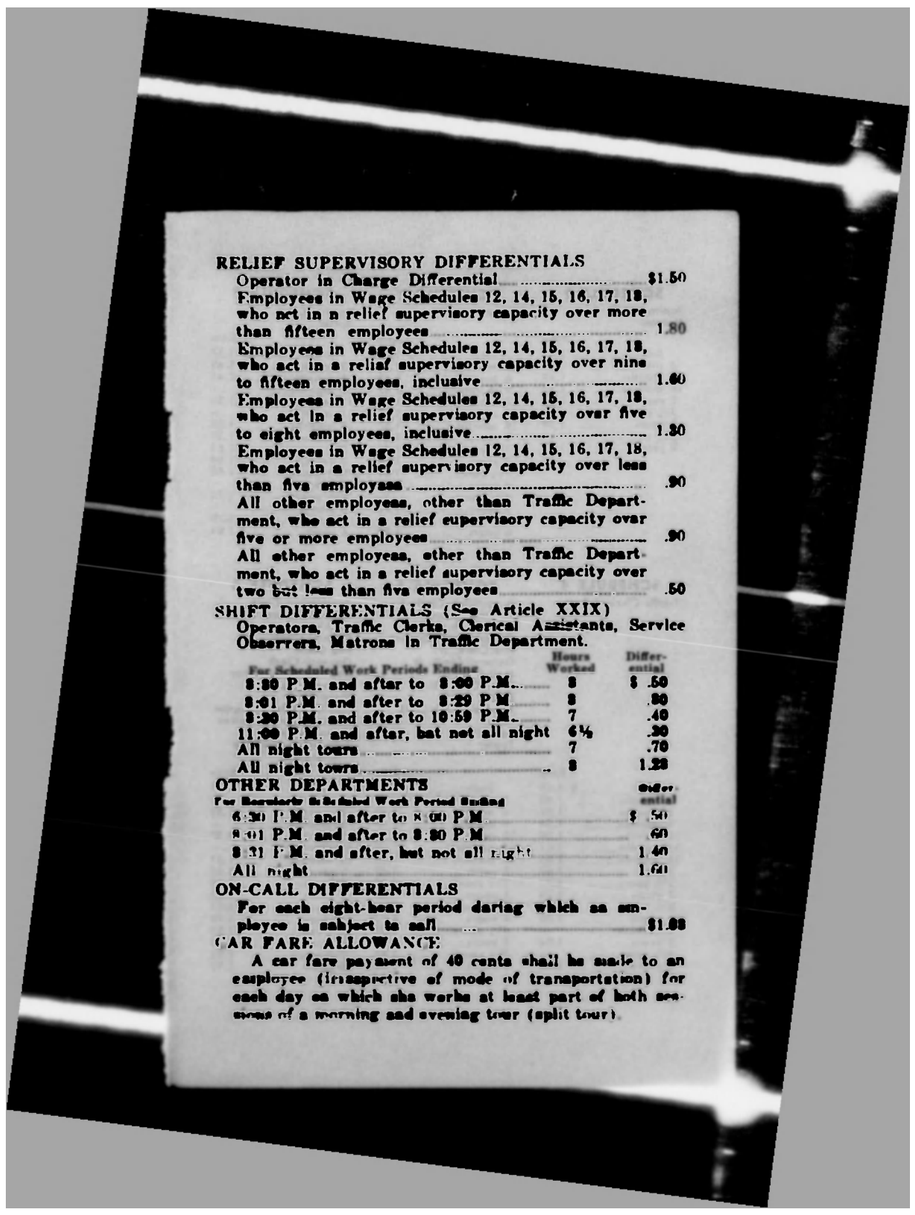
COMMUNICATIONS WORKERS OF AMERICA,

By s/s James Booe
JAMES BOOE

By s/s Edmond Bishop
EDMOND BISHOP

By s/s Richard Trotter
RICHARD TROTTER

By s/s Betty Smith
BETTY SMITH



RELIEF SUPERVISORY DIFFERENTIALS

Operator in Charge Differential	$1.50
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over more than fifteen employees	1.80
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over nine to fifteen employees, inclusive	1.60
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over five to eight employees, inclusive	1.30
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over less than five employees	.90
All other employees, other than Traffic Department, who act in a relief supervisory capacity over five or more employees	.90
All other employees, other than Traffic Department, who act in a relief supervisory capacity over two but less than five employees	.50

SHIFT DIFFERENTIALS (See Article XXIX)

Operators, Traffic Clerks, Clerical Assistants, Service Observers, Matrons in Traffic Department.

For Scheduled Work Periods Ending	Hours Worked	Differential
8:00 P.M. and after to 8:00 P.M.	8	$ .50
8:01 P.M. and after to 8:29 P.M.	8	.80
8:30 P.M. and after to 10:59 P.M.	7	.40
11:00 P.M. and after, but not all night	6½	.30
All night tours	7	.70
All night tours	8	1.28

OTHER DEPARTMENTS

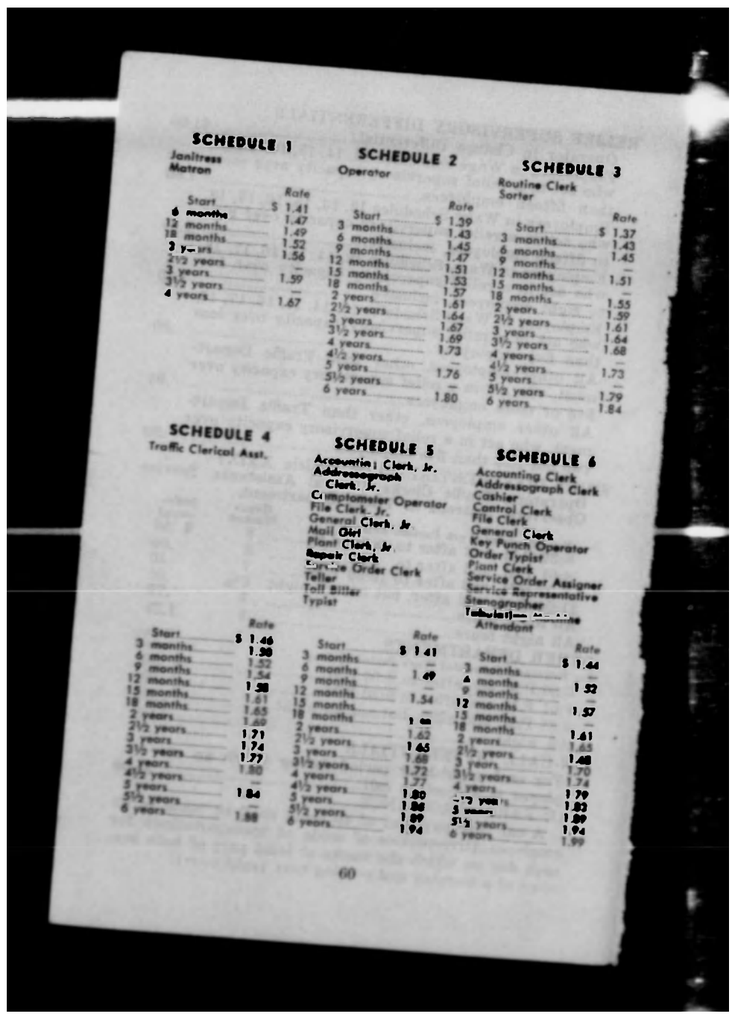
For Regularly Scheduled Work Period Ending	Differential
6:30 P.M. and after to 8:00 P.M.	$ .50
8:01 P.M. and after to 8:30 P.M.	.60
8:31 P.M. and after, but not all night	1.40
All night	1.60

ON-CALL DIFFERENTIALS

For each eight-hour period during which an employee is subject to call $1.00

CAR FARE ALLOWANCE

A car fare payment of 40 cents shall be made to an employee (irrespective of mode of transportation) for each day on which she works at least part of both sessions of a morning and evening tour (split tour).



SCHEDULE 1

Janitress
Matron

Start	Rate
6 months	$ 1.41
12 months	1.47
18 months	1.49
2 years	1.52
2½ years	1.56
3 years	—
3½ years	1.59
4 years	—
	1.67

SCHEDULE 2

Operator

Start	Rate
3 months	$ 1.39
6 months	1.43
9 months	1.45
12 months	1.47
15 months	1.51
18 months	1.53
2 years	1.57
2½ years	1.61
3 years	1.64
3½ years	1.67
4 years	1.69
4½ years	1.73
5 years	—
5½ years	1.76
6 years	—
	1.80

SCHEDULE 3

Routine Clerk
Sorter

Start	Rate
3 months	$ 1.37
6 months	1.43
9 months	1.45
12 months	—
15 months	1.51
18 months	—
2 years	1.55
2½ years	1.59
3 years	1.61
3½ years	1.64
4 years	1.68
4½ years	—
5 years	1.73
5½ years	—
6 years	1.79
	1.84

SCHEDULE 4

Traffic Clerical Asst.

Start	Rate
3 months	$ 1.46
6 months	1.50
9 months	1.52
12 months	1.54
15 months	1.58
18 months	1.61
2 years	1.65
2½ years	1.69
3 years	1.71
3½ years	1.74
4 years	1.77
4½ years	1.80
5 years	—
5½ years	1.84
6 years	—
	1.88

SCHEDULE 5

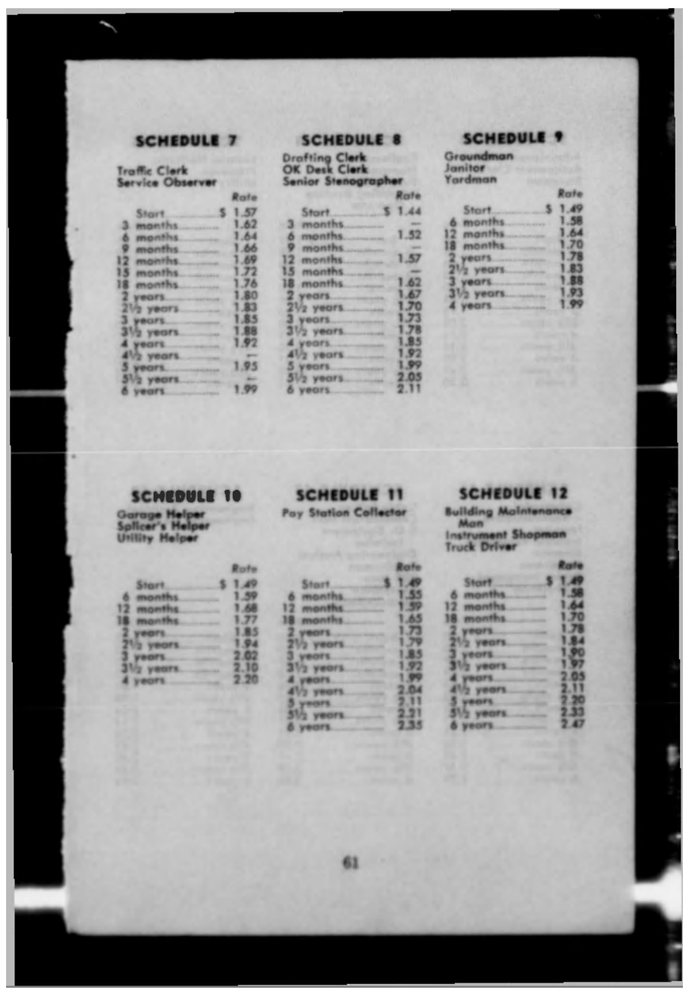
Accounting Clerk, Jr.
Addressograph Clerk, Jr.
Comptometer Operator
File Clerk, Jr.
General Clerk, Jr.
Mail Girl
Plant Clerk, Jr.
Repair Clerk
Service Order Clerk
Teller
Toll Biller
Typist

Start	Rate
3 months	$ 1.41
6 months	—
9 months	1.49
12 months	—
15 months	1.54
18 months	—
2 years	1.60
2½ years	1.62
3 years	1.65
3½ years	1.72
4 years	1.77
4½ years	1.80
5 years	1.84
5½ years	1.89
6 years	1.94

SCHEDULE 6

Accounting Clerk
Addressograph Clerk
Cashier
Control Clerk
File Clerk
General Clerk
Key Punch Operator
Order Typist
Plant Clerk
Service Order Assigner
Service Representative
Stenographer
Tabulating Machine Attendant

Start	Rate
3 months	$ 1.44
6 months	—
9 months	1.52
12 months	—
15 months	1.57
18 months	—
2 years	1.61
2½ years	1.65
3 years	1.68
3½ years	1.70
4 years	1.74
4½ years	1.79
5 years	1.83
5½ years	1.89
6 years	1.94
	1.99



SCHEDULE 7

Traffic Clerk
Service Observer

	Rate
Start	$ 1.57
3 months	1.62
6 months	1.64
9 months	1.66
12 months	1.69
15 months	1.72
18 months	1.76
2 years	1.80
2½ years	1.83
3 years	1.85
3½ years	1.88
4 years	1.92
4½ years	—
5 years	1.95
5½ years	—
6 years	1.99

SCHEDULE 8

Drafting Clerk
OK Desk Clerk
Senior Stenographer

	Rate
Start	$ 1.44
3 months	—
6 months	1.52
9 months	—
12 months	1.57
15 months	—
18 months	1.62
2 years	1.67
2½ years	1.70
3 years	1.73
3½ years	1.78
4 years	1.85
4½ years	1.92
5 years	1.99
5½ years	2.05
6 years	2.11

SCHEDULE 9

Groundman
Janitor
Yardman

	Rate
Start	$ 1.49
6 months	1.58
12 months	1.64
18 months	1.70
2 years	1.78
2½ years	1.83
3 years	1.88
3½ years	1.93
4 years	1.99

SCHEDULE 10

Garage Helper
Splicer's Helper
Utility Helper

	Rate
Start	$ 1.49
6 months	1.59
12 months	1.68
18 months	1.77
2 years	1.85
2½ years	1.94
3 years	2.02
3½ years	2.10
4 years	2.20

SCHEDULE 11

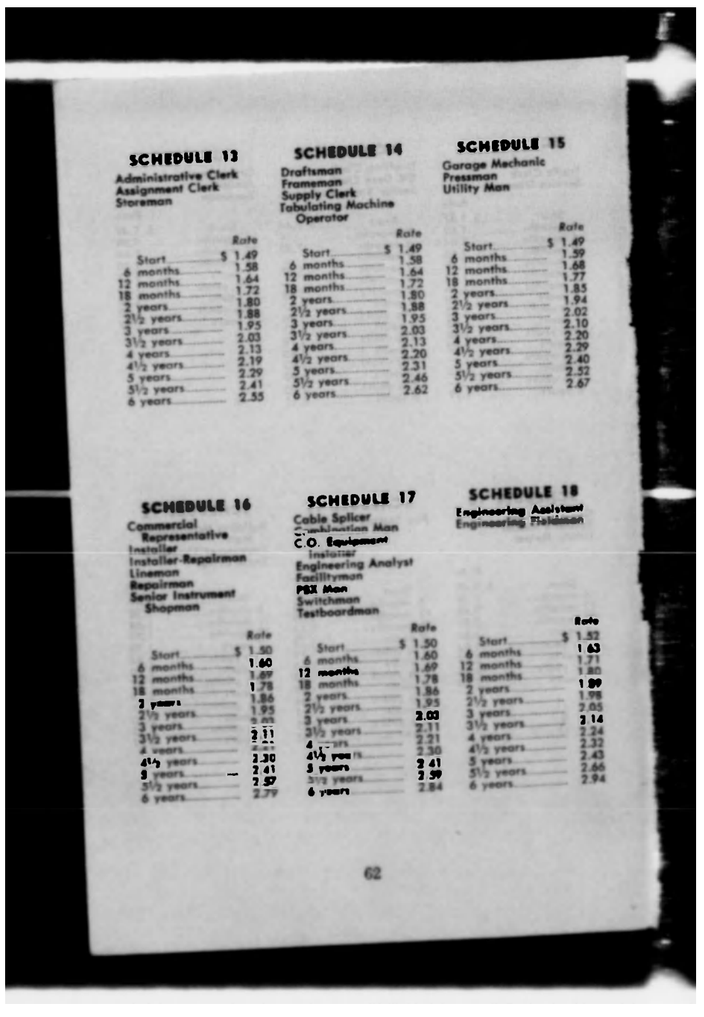
Pay Station Collector

	Rate
Start	$ 1.49
6 months	1.55
12 months	1.59
18 months	1.65
2 years	1.73
2½ years	1.79
3 years	1.85
3½ years	1.92
4 years	1.99
4½ years	2.04
5 years	2.11
5½ years	2.21
6 years	2.35

SCHEDULE 12

Building Maintenance Man
Instrument Shopman
Truck Driver

	Rate
Start	$ 1.49
6 months	1.58
12 months	1.64
18 months	1.70
2 years	1.78
2½ years	1.84
3 years	1.90
3½ years	1.97
4 years	2.05
4½ years	2.11
5 years	2.20
5½ years	2.33
6 years	2.47



SCHEDULE 13

Administrative Clerk
Assignment Clerk
Storeman

	Rate
Start	$ 1.49
6 months	1.58
12 months	1.64
18 months	1.72
2 years	1.80
2½ years	1.88
3 years	1.95
3½ years	2.03
4 years	2.13
4½ years	2.19
5 years	2.29
5½ years	2.41
6 years	2.55

SCHEDULE 14

Draftsman
Frameman
Supply Clerk
Tabulating Machine Operator

	Rate
Start	$ 1.49
6 months	1.58
12 months	1.64
18 months	1.72
2 years	1.80
2½ years	1.88
3 years	1.95
3½ years	2.03
4 years	2.13
4½ years	2.20
5 years	2.31
5½ years	2.46
6 years	2.62

SCHEDULE 15

Garage Mechanic
Pressman
Utility Man

	Rate
Start	$ 1.49
6 months	1.59
12 months	1.68
18 months	1.77
2 years	1.85
2½ years	1.94
3 years	2.02
3½ years	2.10
4 years	2.20
4½ years	2.29
5 years	2.40
5½ years	2.52
6 years	2.67

SCHEDULE 16

Commercial Representative
Installer
Installer-Repairman
Lineman
Repairman
Senior Instrument Shopman

	Rate
Start	$ 1.50
6 months	1.60
12 months	1.69
18 months	1.78
2 years	1.86
2½ years	1.95
3 years	2.03
3½ years	2.11
4 years	2.21
4½ years	2.30
5 years	2.41
5½ years	2.57
6 years	2.79

SCHEDULE 17

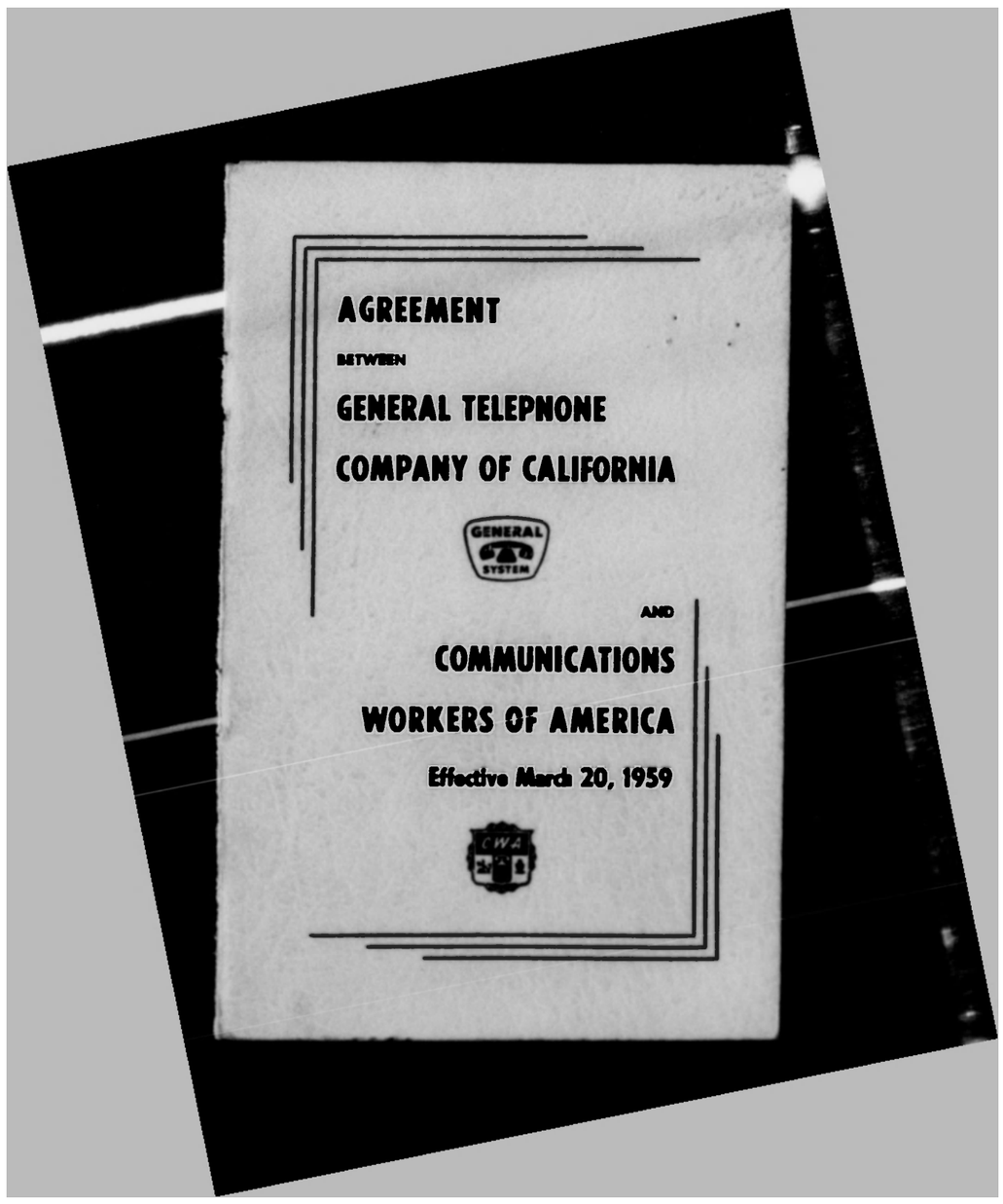
Cable Splicer
Central Office Installation Man
C.O. Equipment Installer
Engineering Analyst
Facilityman
PBX Man
Switchman
Testboardman

	Rate
Start	$ 1.50
6 months	1.60
12 months	1.69
18 months	1.78
2 years	1.86
2½ years	1.95
3 years	2.03
3½ years	2.11
4 years	2.21
4½ years	2.30
5 years	2.41
5½ years	2.59
6 years	2.84

SCHEDULE 18

Engineering Assistant
Engineering Technician

	Rate
Start	$ 1.52
6 months	1.63
12 months	1.71
18 months	1.80
2 years	1.89
2½ years	1.98
3 years	2.06
3½ years	2.14
4 years	2.24
4½ years	2.32
5 years	2.43
5½ years	2.66
6 years	2.94

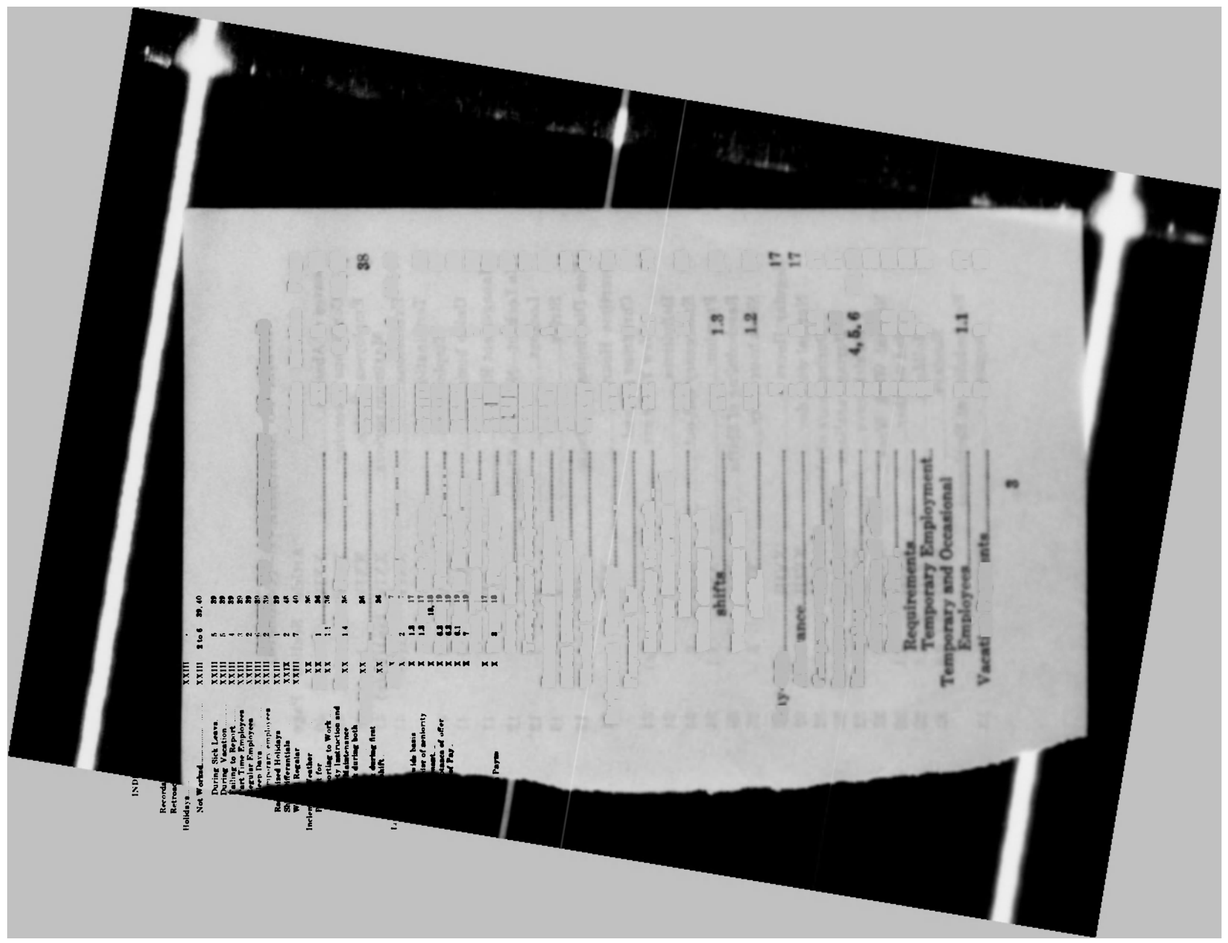

AGREEMENT
BETWEEN
GENERAL TELEPNONE
COMPANY OF CALIFORNIA
GENERAL SYSTEM
AND
COMMUNICATIONS
WORKERS OF AMERICA
Effective March 20, 1959
CWA

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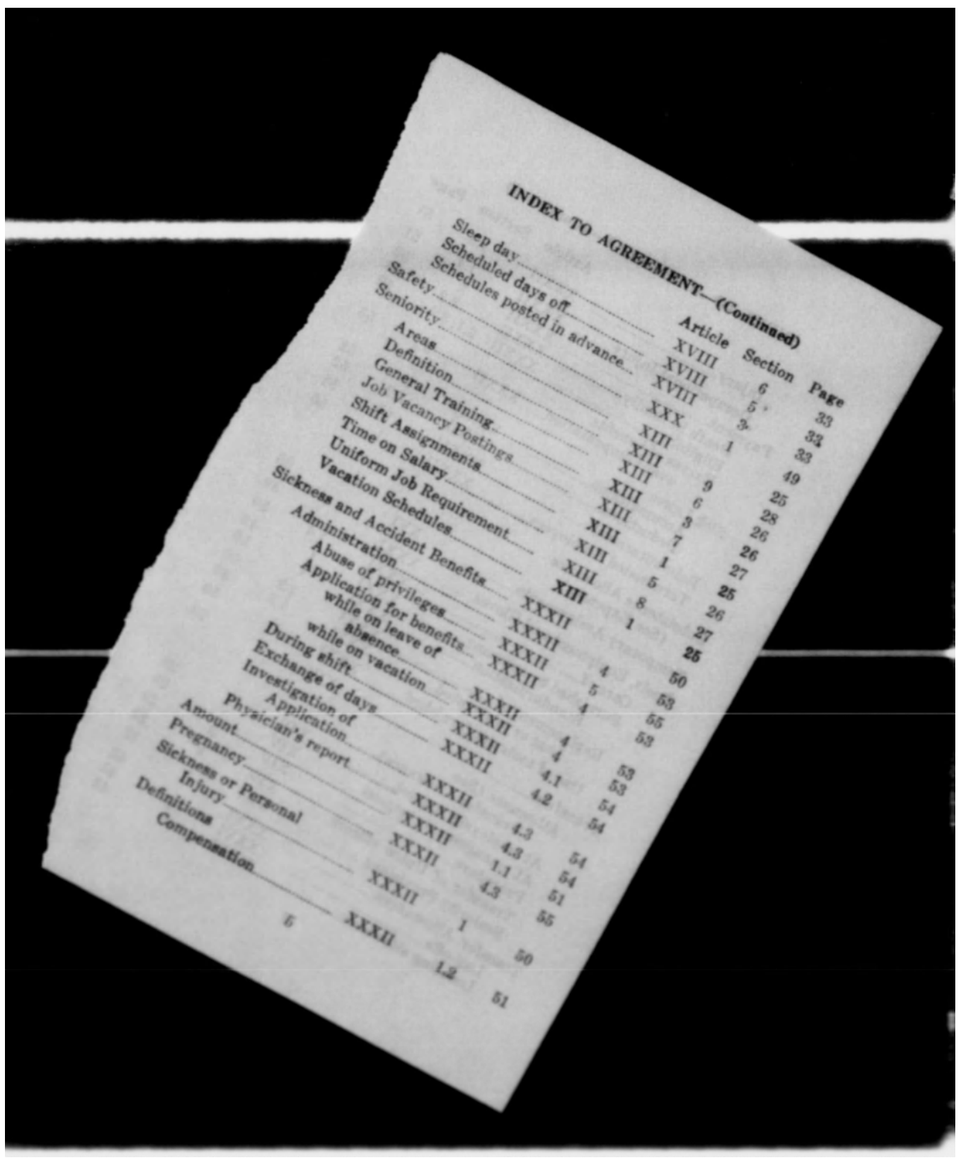
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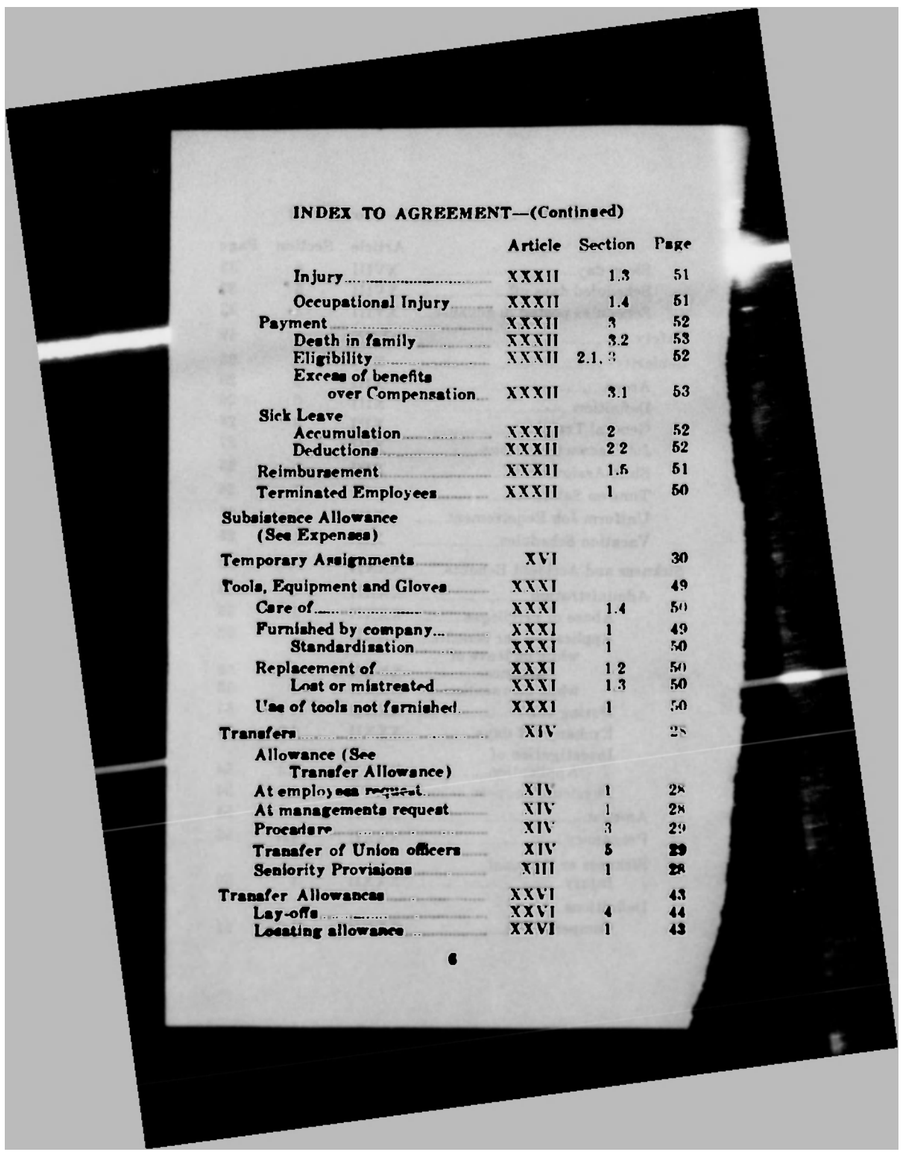
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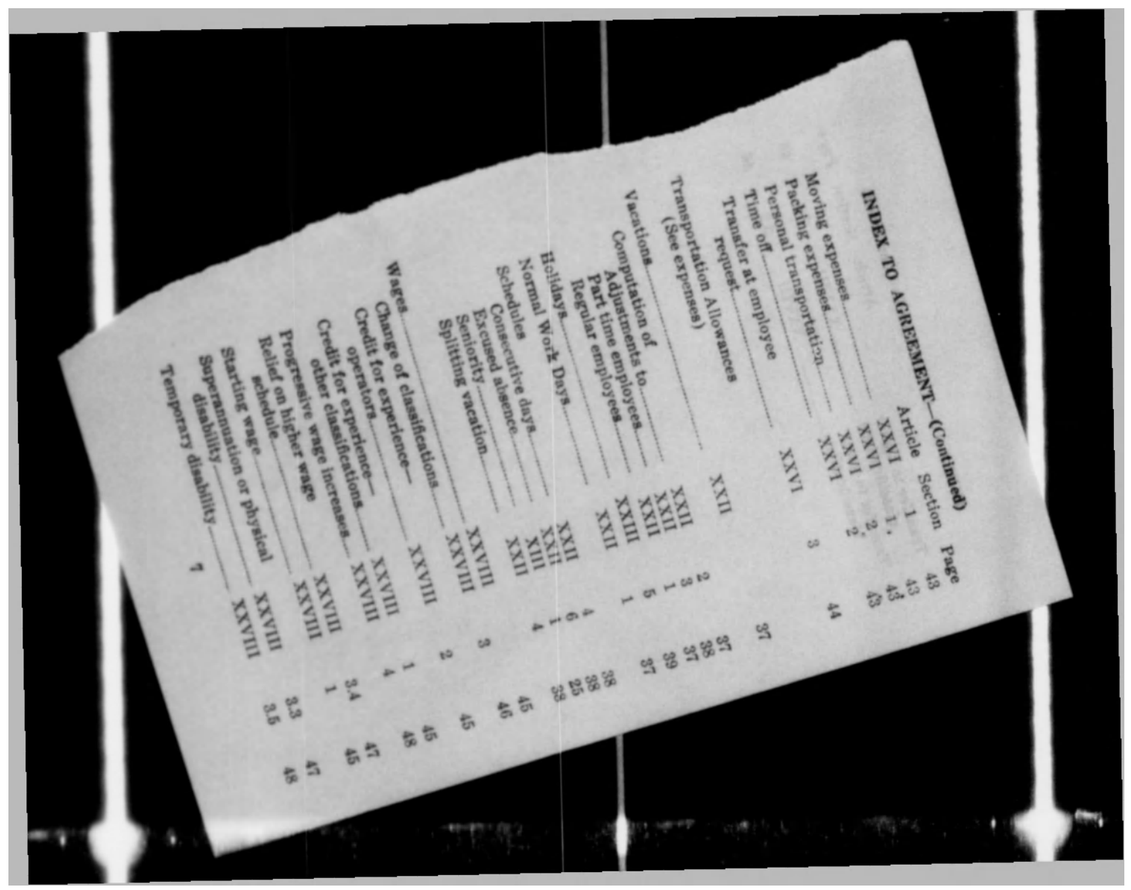
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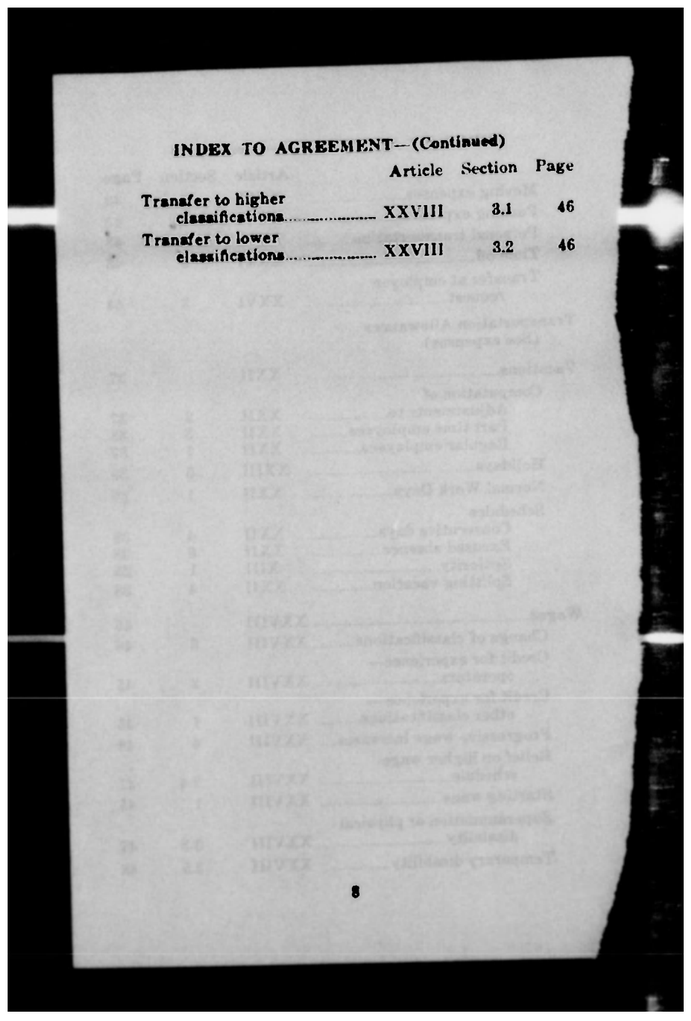
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AGREEMENT

It is agreed, March 20, 1959, between GENERAL TELEPHONE COMPANY OF CALIFORNIA, hereinafter referred to as "the Company," and the COMMUNICATIONS WORKERS OF AMERICA, and its successors, hereinafter referred to as "the Union," that:

1. The Company recognizes the Union as the collective bargaining agent for all of its wage-earning employees during the life of this Agreement. The terms and conditions of this Agreement shall apply to all wage-earning employees of the Company, and for the purpose of this Agreement the term "wage-earning employees" shall mean all those persons on the payroll of the Company whose remuneration is expressed in the form of hourly wages.

2. Should any valid Federal or State law or final determination of any board or court of competent jurisdiction affect any provision of this Agreement, the provision or provisions so affected shall be made to conform to the law or determination and otherwise this Agreement shall continue in full force and effect.

3. This Agreement, except as to wage schedules and shift differentials, shall become effective on March 20, 1959, and shall continue in full force and effect until midnight, March 19, 1960, and thereafter until cancelled by either party giving to the other 60 days' notice in writing of its desire to terminate it. The wage schedules, including shift differentials, shall become effective on March 22, 1959, and shall otherwise continue in effect for the same term of contract. Said contract may be amended at any time after midnight, March 19, 1960, by negotiations resulting from either party giving to the other 60 days' notice in writing of its desire to amend it. Said written notice of desire to terminate or desire to amend, if given, shall be given 60 days prior to the expiration date of this Agreement or prior to the first or 16th day of any month thereafter. In the event such a 60-day notice of desire to terminate or amend is given, bargaining shall commence 45 days prior to the effective date of said notice. By mutual agreement said 60-day

notice and said 45-day bargaining period may he waived. This Agreement may be supplemented from time to time by separate agreements covering specific provisions mutually agreed to through negotiations.

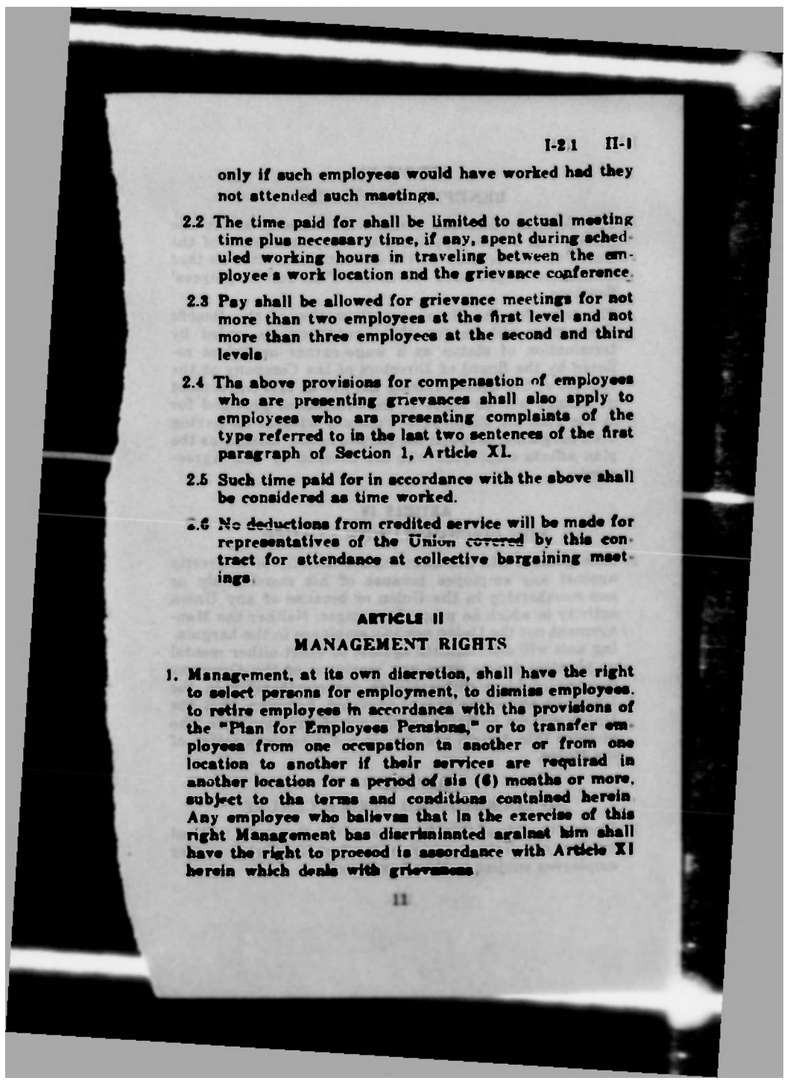
ARTICLE I

RARGAINING AND GRIEVANCE MEETINGS

1. Collective bargaining meetings shall be attended hy not more than six representatives of the Union and not more than an equal number of Management representatives. Such meetings shall be held at the request of either party and the subject matters to be taken up in such meetings by either party shall be outlined in a written notice given to the other party at least fourteen (14) days prior to such meeting; provided, however, that said fourteen (14) davs' written notice may be waived hy mutual consent of the parties. Insofar as the negotiation of grievances is concerned the Union shall have not more than two employes representatives and Management shall have not more than two representatives. Both parties shall have tha right to such technical assistance as they deem necessary to advise them during the negotiation of any spacific grievance. In the event that any initial meeting, which has been arranged for in accordance with the foregoing, does not reach a satisfactory conclusion, by mutual consent, future meetings shall be schedaled immediately and without further written notice. The grievance representativas of tha Union and Management shall meet together as required by the grievance procedure outlined hereinbelow in Article XI.

2. Representativas of tha Union covarad by this contract may attand grievance confarences with representatives of Management in accordanca with tha following provisions af this section without loss of pay at straight time subject to tha following conditions:

2.1 Pay shall be allowad only if such meetings are held daring snch emplayeas' schaduled working hours and



only if such employees would have worked had they not attended such meetings.

2.2 The time paid for shall be limited to actual meeting time plus necessary time, if any, spent during scheduled working hours in traveling between the employee's work location and the grievance conference.

2.3 Pay shall be allowed for grievance meetings for not more than two employees at the first level and not more than three employees at the second and third levels.

2.4 The above provisions for compensation of employees who are presenting grievances shall also apply to employees who are presenting complaints of the type referred to in the last two sentences of the first paragraph of Section 1, Article XI.

2.5 Such time paid for in accordance with the above shall be considered as time worked.

2.6 No deductions from credited service will be made for representatives of the Union covered by this contract for attendance at collective bargaining meetings.

ARTICLE II

MANAGEMENT RIGHTS

1. Management, at its own discretion, shall have the right to select persons for employment, to dismiss employees, to retire employees in accordance with the provisions of the "Plan for Employees Pensions," or to transfer employees from one occupation to another or from one location to another if their services are required in another location for a period of six (6) months or more, subject to the terms and conditions contained herein. Any employee who believes that in the exercise of this right Management has discriminated against him shall have the right to proceed in accordance with Article XI herein which deals with grievances.

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ARTICLE III

BENEFIT COMMITTEE

1. The Company and the Union will mutually select one person who will be appointed as a representative of the Union to membership on the Benefit Committee as that Committee is provided for in the Plan for Employees' Pensions.

   The term for the Union representative of the Benefit Committee will be for three years unless ended by termination of status as a wage-earner or unless relieved by the Board of Directors of the Company at the request of the Union. During the life of this Agreement no change will be made in the benefits as provided for in the Plan for Employees' Pensions without its having been bargained between the parties hereto insofar as the plan affects employees who are covered by this Agreement.

ARTICLE IV

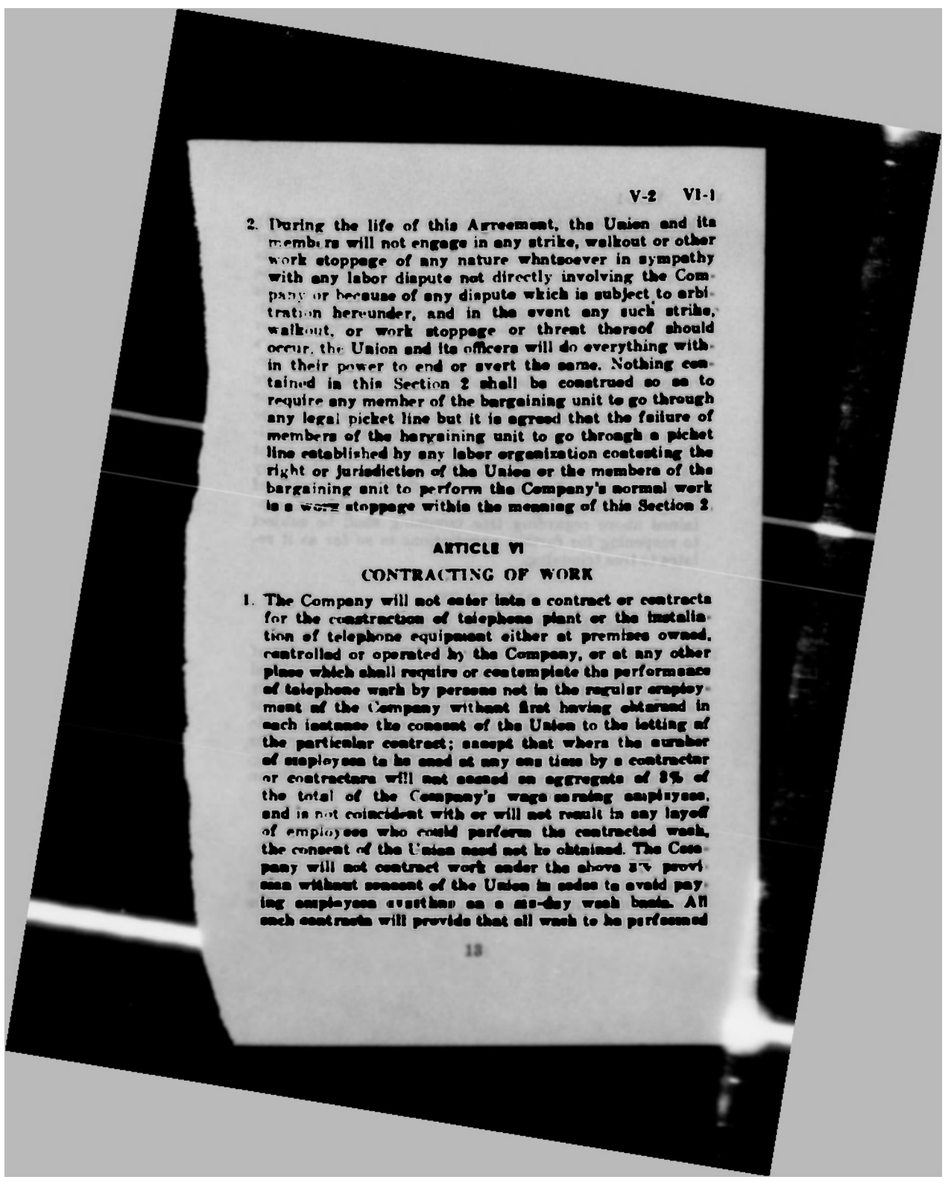
NON-DISCRIMINATION CLAUSE

1. Management will not discriminate directly or indirectly against any employee because of his membership or non-membership in the Union or because of any Union activity in which he properly engages. Neither the Management nor the Union nor any employee in the bargaining unit will discriminate against or exert either mental or physical duress upon any employee of the Company because of his membership or non-membership in the Union or any other union; provided, however, that the Union will not be liable for the act of any employee who violates this Article and who is not a representative of the Union.

ARTICLE V

NO LOCKOUT—NO STRIKE CLAUSE

1. During the life of this Agreement, the Company will not conduct any lockout which will affect the Union or any employees subject to this Agreement.



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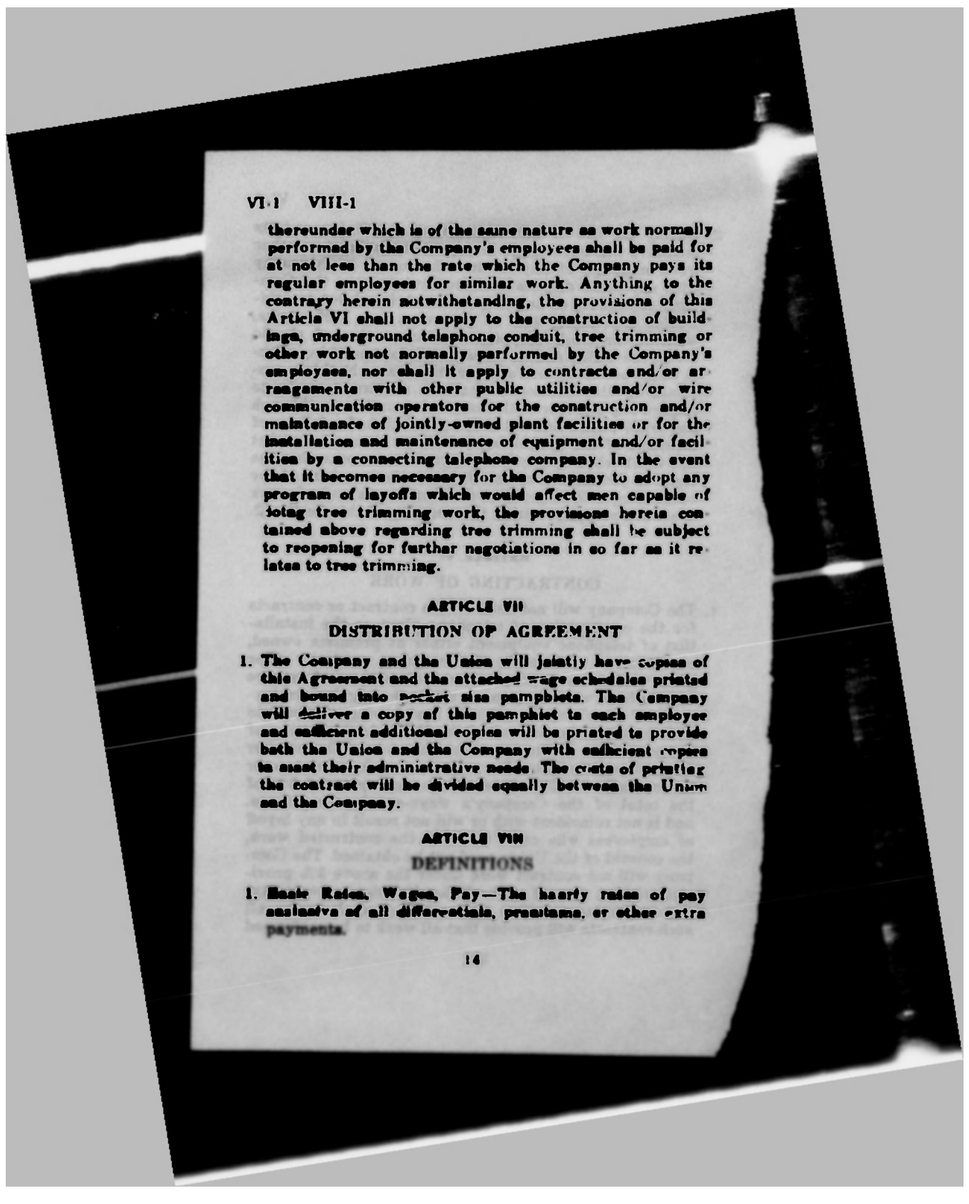
2. During the life of this Agreement, the Union and its members will not engage in any strike, walkout or other work stoppage of any nature whatsoever in sympathy with any labor dispute not directly involving the Company or because of any dispute which is subject to arbitration hereunder, and in the event any such strike, walkout, or work stoppage or threat thereof should occur, the Union and its officers will do everything within their power to end or avert the same. Nothing contained in this Section 2 shall be construed so as to require any member of the bargaining unit to go through any legal picket line but it is agreed that the failure of members of the bargaining unit to go through a picket line established by any labor organization contesting the right or jurisdiction of the Union or the members of the bargaining unit to perform the Company's normal work is a work stoppage within the meaning of this Section 2.

ARTICLE VI

CONTRACTING OF WORK

1. The Company will not enter into a contract or contracts for the construction of telephone plant or the installation of telephone equipment either at premises owned, controlled or operated by the Company, or at any other place which shall require or contemplate the performance of telephone work by persons not in the regular employment of the Company without first having obtained in each instance the consent of the Union to the letting of the particular contract; except that where the number of employees to be used at any one time by a contractor or contractors will not exceed an aggregate of 3% of the total of the Company's wage earning employees, and is not coincident with or will not result in any layoff of employees who could perform the contracted work, the consent of the Union need not be obtained. The Company will not contract work under the above 3% provision without consent of the Union in order to avoid paying employees overtime on a six-day week basis. All such contracts will provide that all work to be performed

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thereunder which is of the same nature as work normally performed by the Company's employees shall be paid for at not less than the rate which the Company pays its regular employees for similar work. Anything to the contrary herein notwithstanding, the provisions of this Article VI shall not apply to the construction of buildings, underground telephone conduit, tree trimming or other work not normally performed by the Company's employees, nor shall it apply to contracts and/or arrangements with other public utilities and/or wire communication operators for the construction and/or maintenance of jointly-owned plant facilities or for the installation and maintenance of equipment and/or facilities by a connecting telephone company. In the event that it becomes necessary for the Company to adopt any program of layoffs which would affect men capable of doing tree trimming work, the provisions herein contained above regarding tree trimming shall be subject to reopening for further negotiations in so far as it relates to tree trimming.

ARTICLE VII

DISTRIBUTION OF AGREEMENT

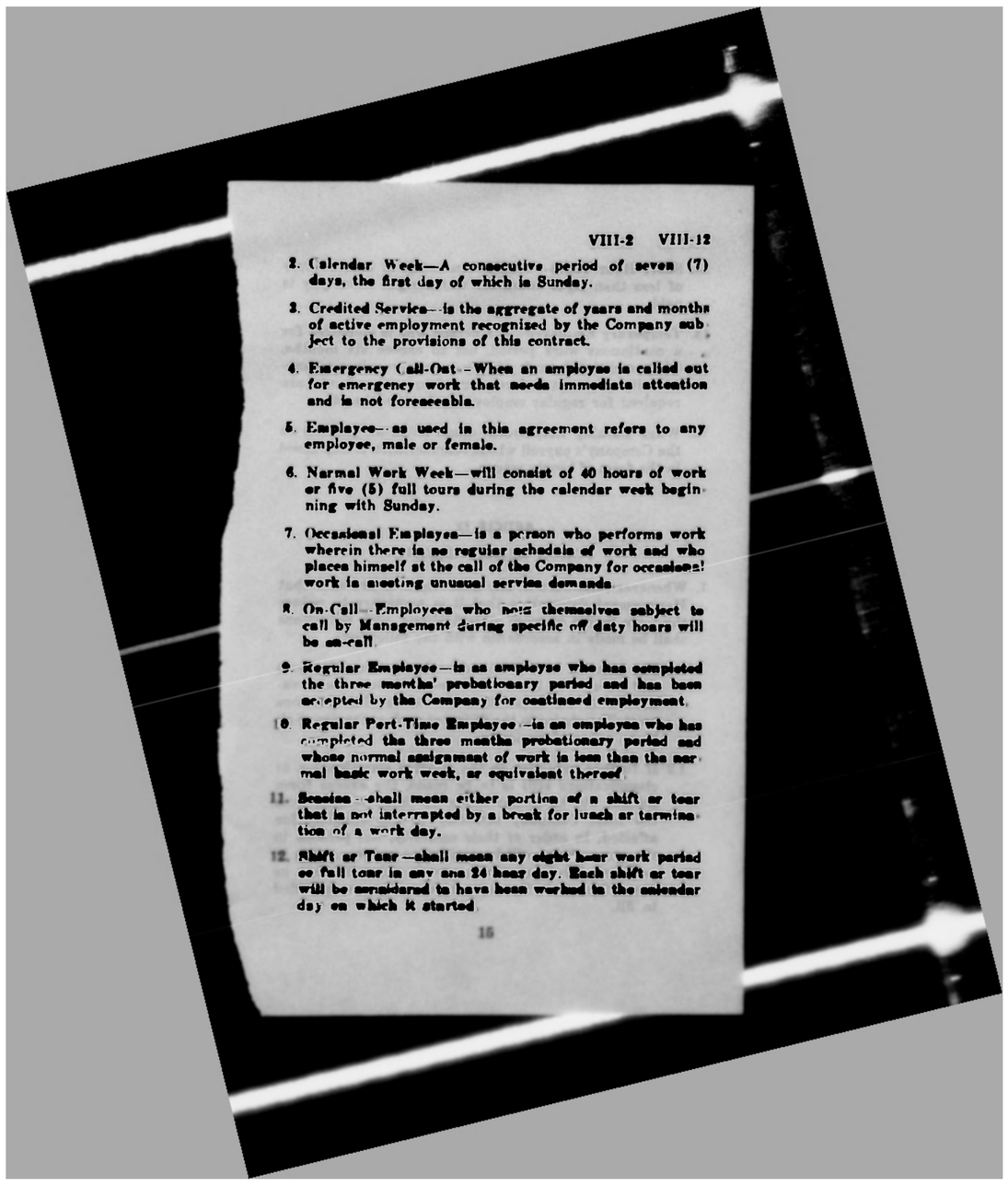
1. The Company and the Union will jointly have copies of this Agreement and the attached wage schedules printed and bound into pocket size pamphlets. The Company will deliver a copy of this pamphlet to each employee and sufficient additional copies will be printed to provide both the Union and the Company with sufficient copies to assist their administrative needs. The costs of printing the contract will be divided equally between the Union and the Company.

ARTICLE VIII

DEFINITIONS

1. Basic Rates, Wages, Pay—The hourly rates of pay exclusive of all differentials, premiums, or other extra payments.

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2. Calendar Week—A consecutive period of seven (7) days, the first day of which is Sunday.

3. Credited Service—is the aggregate of years and months of active employment recognized by the Company subject to the provisions of this contract.

4. Emergency Call-Out—When an employee is called out for emergency work that needs immediate attention and is not foreseeable.

5. Employee—as used in this agreement refers to any employee, male or female.

6. Normal Work Week—will consist of 40 hours of work or five (5) full tours during the calendar week beginning with Sunday.

7. Occasional Employee—is a person who performs work wherein there is no regular schedule of work and who places himself at the call of the Company for occasional work in meeting unusual service demands.

8. On-Call—Employees who make themselves subject to call by Management during specific off duty hours will be on-call.

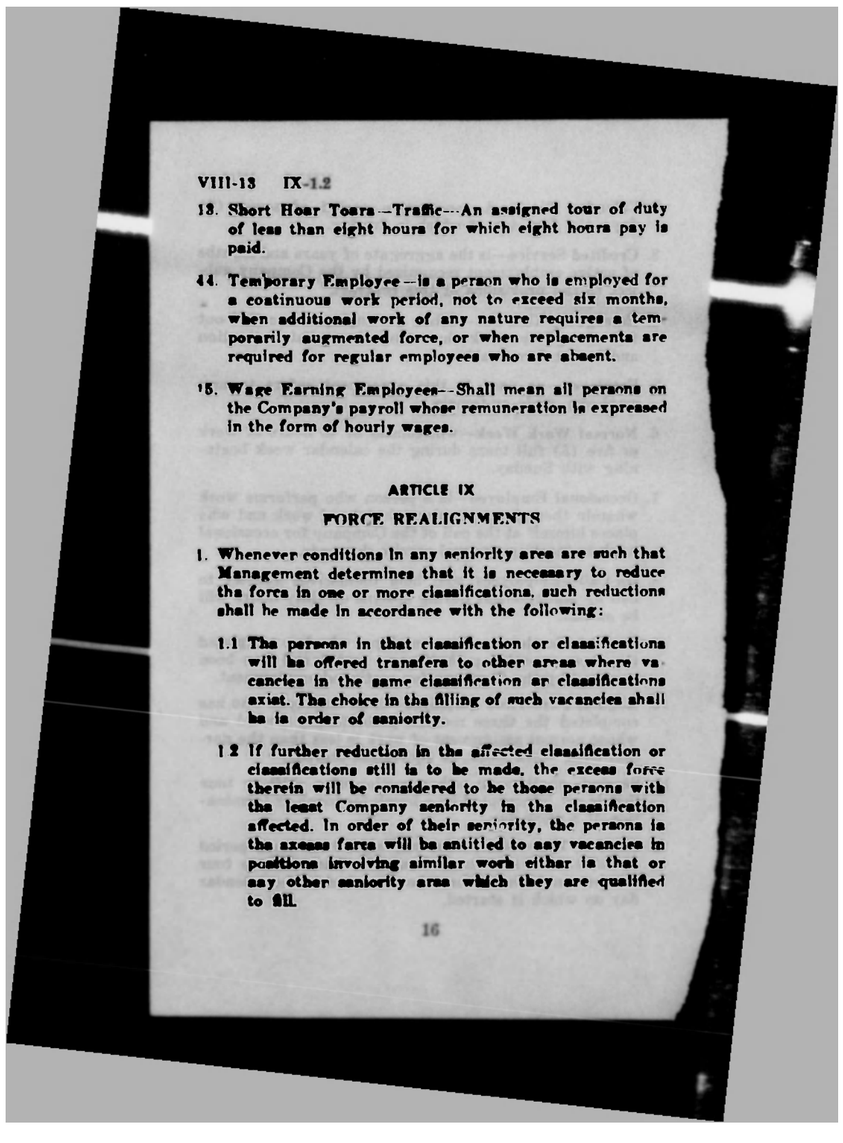
9. Regular Employee—is an employee who has completed the three months' probationary period and has been accepted by the Company for continued employment.

10. Regular Part-Time Employee—is an employee who has completed the three months probationary period and whose normal assignment of work is less than the normal basic work week, or equivalent thereof.

11. Session—shall mean either portion of a shift or tour that is not interrupted by a break for lunch or termination of a work day.

12. Shift or Tour—shall mean any eight hour work period or full tour in any one 24 hour day. Each shift or tour will be considered to have been worked in the calendar day on which it started.

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13. Short Hour Tours--Traffic---An assigned tour of duty of less than eight hours for which eight hours pay is paid.

14. Temporary Employee--is a person who is employed for a continuous work period, not to exceed six months, when additional work of any nature requires a temporarily augmented force, or when replacements are required for regular employees who are absent.

15. Wage Earning Employees--Shall mean all persons on the Company's payroll whose remuneration is expressed in the form of hourly wages.

ARTICLE IX

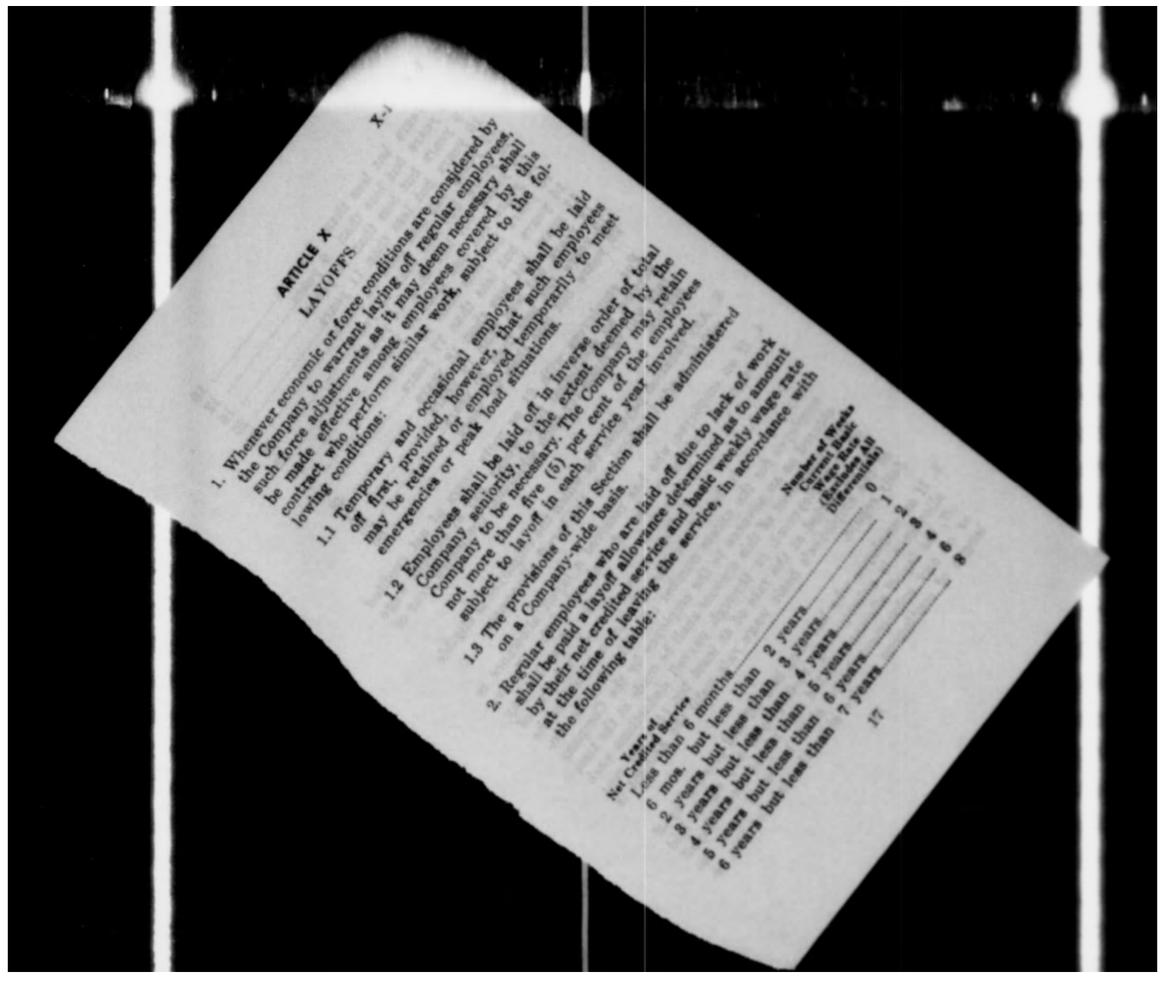
FORCE REALIGNMENTS

1. Whenever conditions in any seniority area are such that Management determines that it is necessary to reduce the force in one or more classifications, such reductions shall be made in accordance with the following:

1.1 The persons in that classification or classifications will be offered transfers to other areas where vacancies in the same classification or classifications exist. The choice in the filling of such vacancies shall be in order of seniority.

1.2 If further reduction in the affected classification or classifications still is to be made, the excess force therein will be considered to be those persons with the least Company seniority in the classification affected. In order of their seniority, the persons in the excess force will be entitled to any vacancies in positions involving similar work either in that or any other seniority area which they are qualified to fill.

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ARTICLE X

LAYOFFS

1. Whenever economic or force conditions are considered by the Company to warrant laying off regular employees such forces adjustments as it may deem necessary shall be made effective among employees covered by this contract who perform similar work, subject to the following conditions:

1.1 Temporary and occasional employees shall be laid off in inverse order of total off first, provided, however, that such employees may be retained or employed temporarily to meet emergencies or peak load situations.

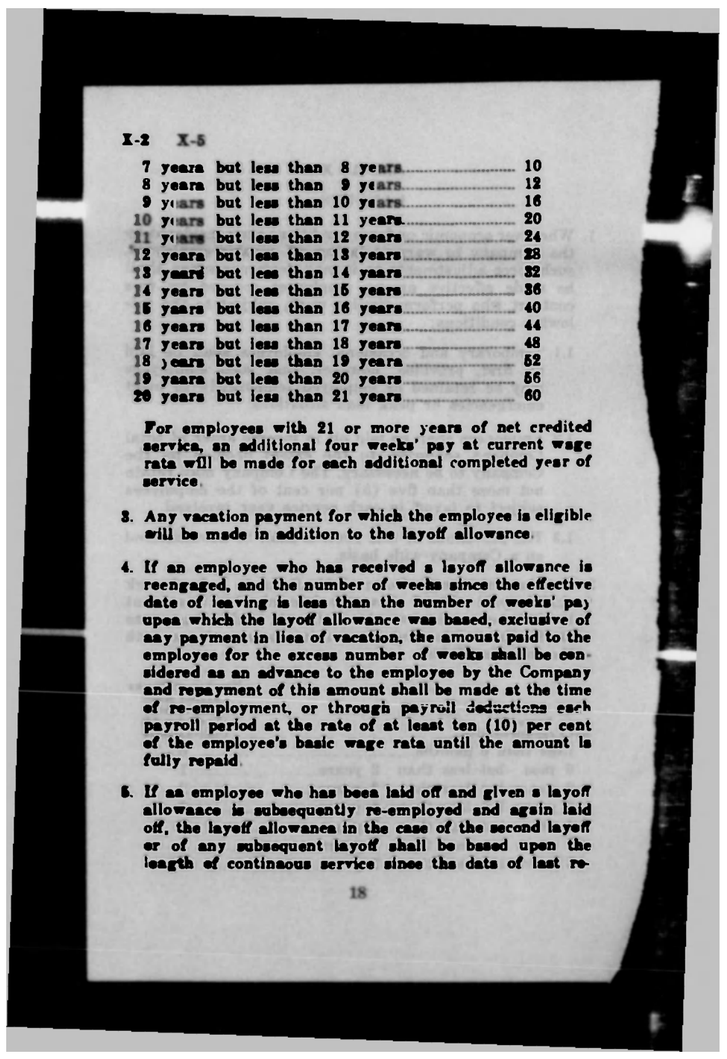
1.2 Employees shall be laid off in inverse order of total Company seniority, to the extent deemed by the Company to be necessary. The Company may retain not more than five (5) per cent of the employees subject to layoff in each service year involved.

1.3 The provisions of this Section shall be administered on a Company-wide basis.

2. Regular employees who are laid off due to lack of work shall be paid a layoff allowance determined as to amount by their net credited service and basic weekly wage rate at the time of leaving the service, in accordance with the following table:

Years of Net Credited Service	Number of Weeks Current Basic Wage Rate (Exclusive of Differentials)
Less than 6 months	0 weeks
6 mos. but less than 2 years	1 week
2 years but less than 3 years	2 weeks
3 years but less than 4 years	3 weeks
4 years but less than 5 years	4 weeks
5 years but less than 6 years	5 weeks
6 years but less than 7 years	6 weeks

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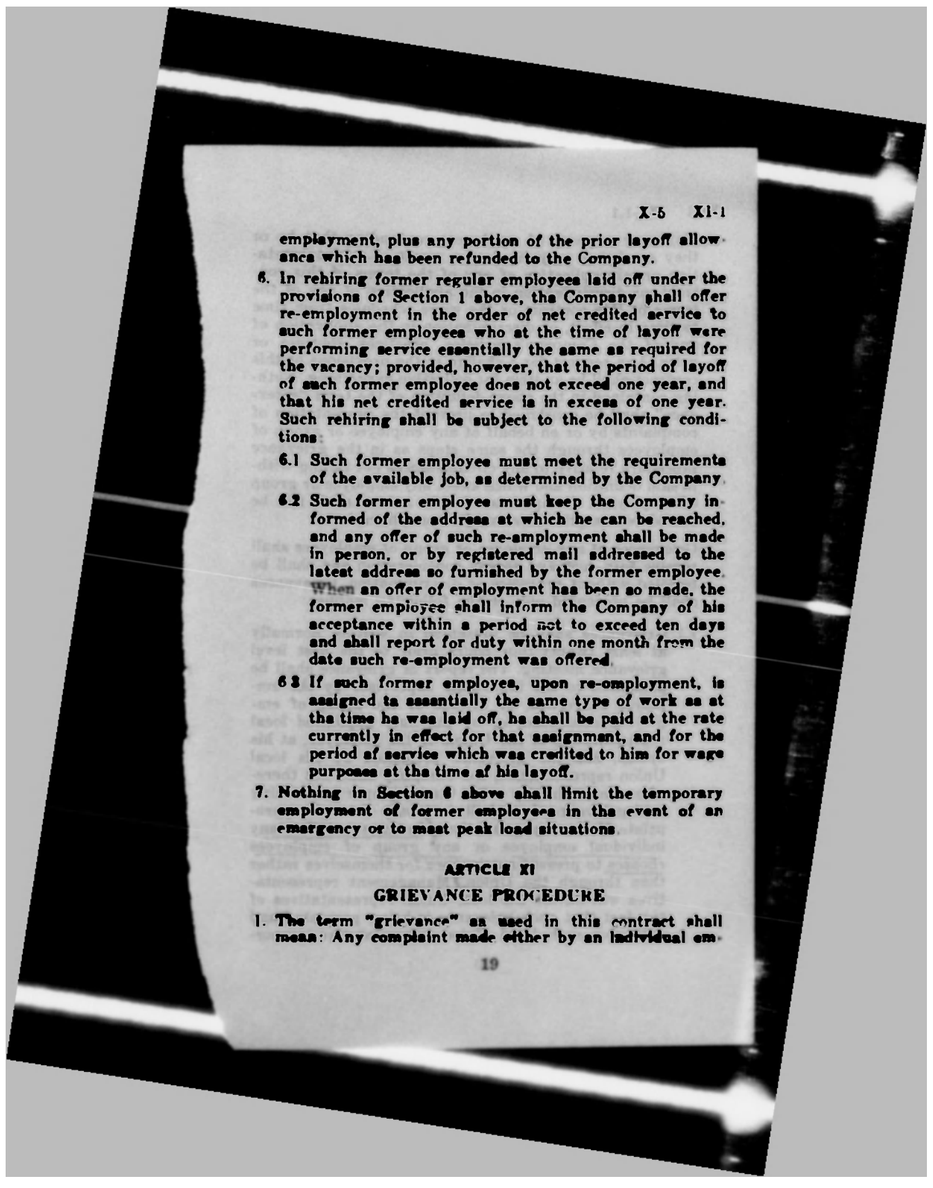
7	years	but less than	8 years	10
8	years	but less than	9 years	12
9	years	but less than	10 years	16
10	years	but less than	11 years	20
11	years	but less than	12 years	24
12	years	but less than	13 years	28
13	years	but less than	14 years	32
14	years	but less than	15 years	36
15	years	but less than	16 years	40
16	years	but less than	17 years	44
17	years	but less than	18 years	48
18	years	but less than	19 years	52
19	years	but less than	20 years	56
20	years	but less than	21 years	60

For employees with 21 or more years of net credited service, an additional four weeks' pay at current wage rate will be made for each additional completed year of service.

3. Any vacation payment for which the employee is eligible will be made in addition to the layoff allowance.

4. If an employee who has received a layoff allowance is reengaged, and the number of weeks since the effective date of leaving is less than the number of weeks' pay upon which the layoff allowance was based, exclusive of any payment in lieu of vacation, the amount paid to the employee for the excess number of weeks shall be considered as an advance to the employee by the Company and repayment of this amount shall be made at the time of re-employment, or through payroll deductions each payroll period at the rate of at least ten (10) per cent of the employee's basic wage rate until the amount is fully repaid.

5. If an employee who has been laid off and given a layoff allowance is subsequently re-employed and again laid off, the layoff allowance in the case of the second layoff or of any subsequent layoff shall be based upon the length of continuous service since the date of last re-



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employment, plus any portion of the prior layoff allowance which has been refunded to the Company.

6. In rehiring former regular employees laid off under the provisions of Section 1 above, the Company shall offer re-employment in the order of net credited service to such former employees who at the time of layoff were performing service essentially the same as required for the vacancy; provided, however, that the period of layoff of such former employee does not exceed one year, and that his net credited service is in excess of one year. Such rehiring shall be subject to the following conditions:

6.1 Such former employee must meet the requirements of the available job, as determined by the Company.

6.2 Such former employee must keep the Company informed of the address at which he can be reached, and any offer of such re-employment shall be made in person, or by registered mail addressed to the latest address so furnished by the former employee. When an offer of employment has been so made, the former employee shall inform the Company of his acceptance within a period not to exceed ten days and shall report for duty within one month from the date such re-employment was offered.

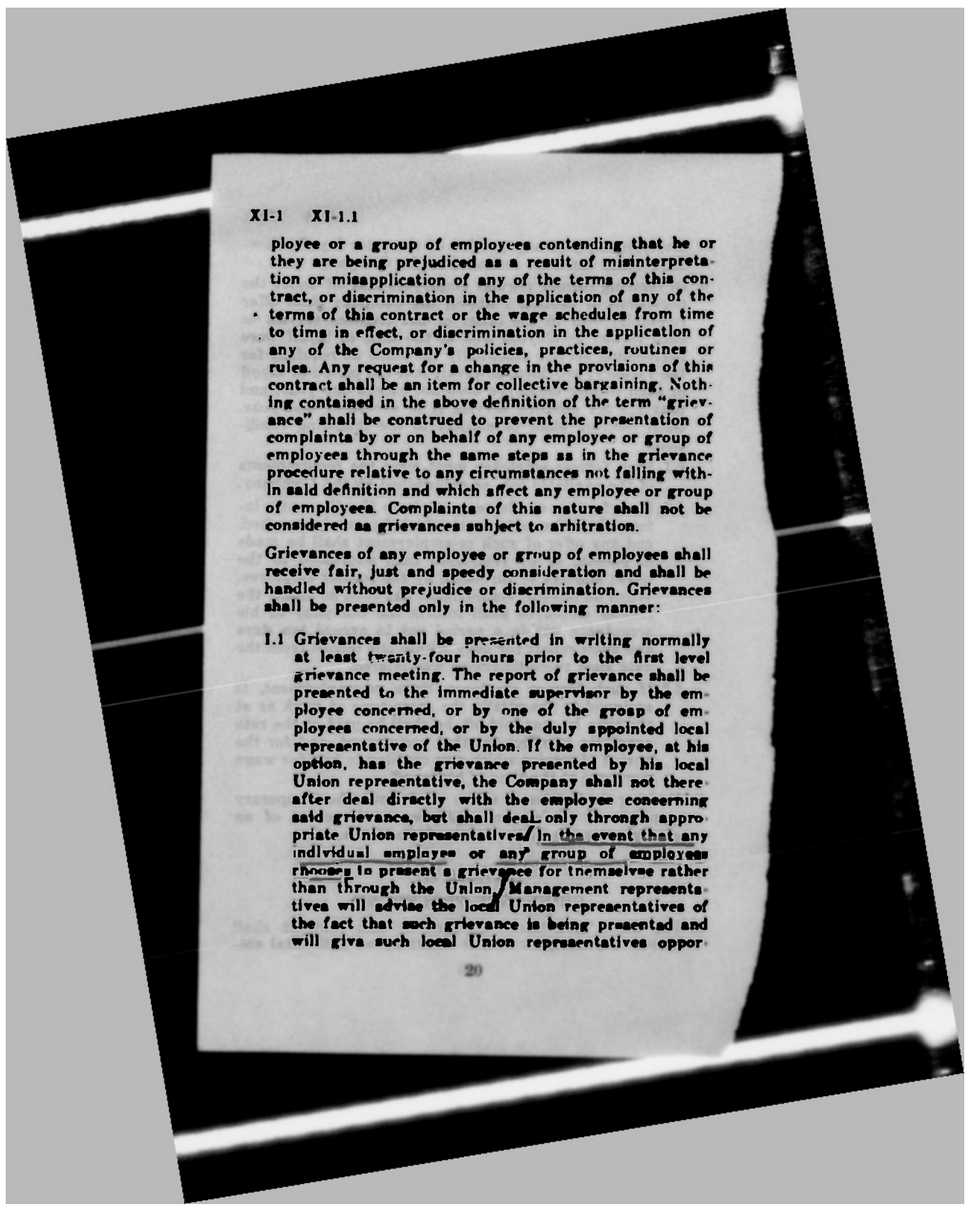
6.3 If such former employee, upon re-employment, is assigned to essentially the same type of work as at the time he was laid off, he shall be paid at the rate currently in effect for that assignment, and for the period of service which was credited to him for wage purposes at the time of his layoff.

7. Nothing in Section 6 above shall limit the temporary employment of former employees in the event of an emergency or to meet peak load situations.

ARTICLE XI

GRIEVANCE PROCEDURE

1. The term "grievance" as used in this contract shall mean: Any complaint made either by an individual em-



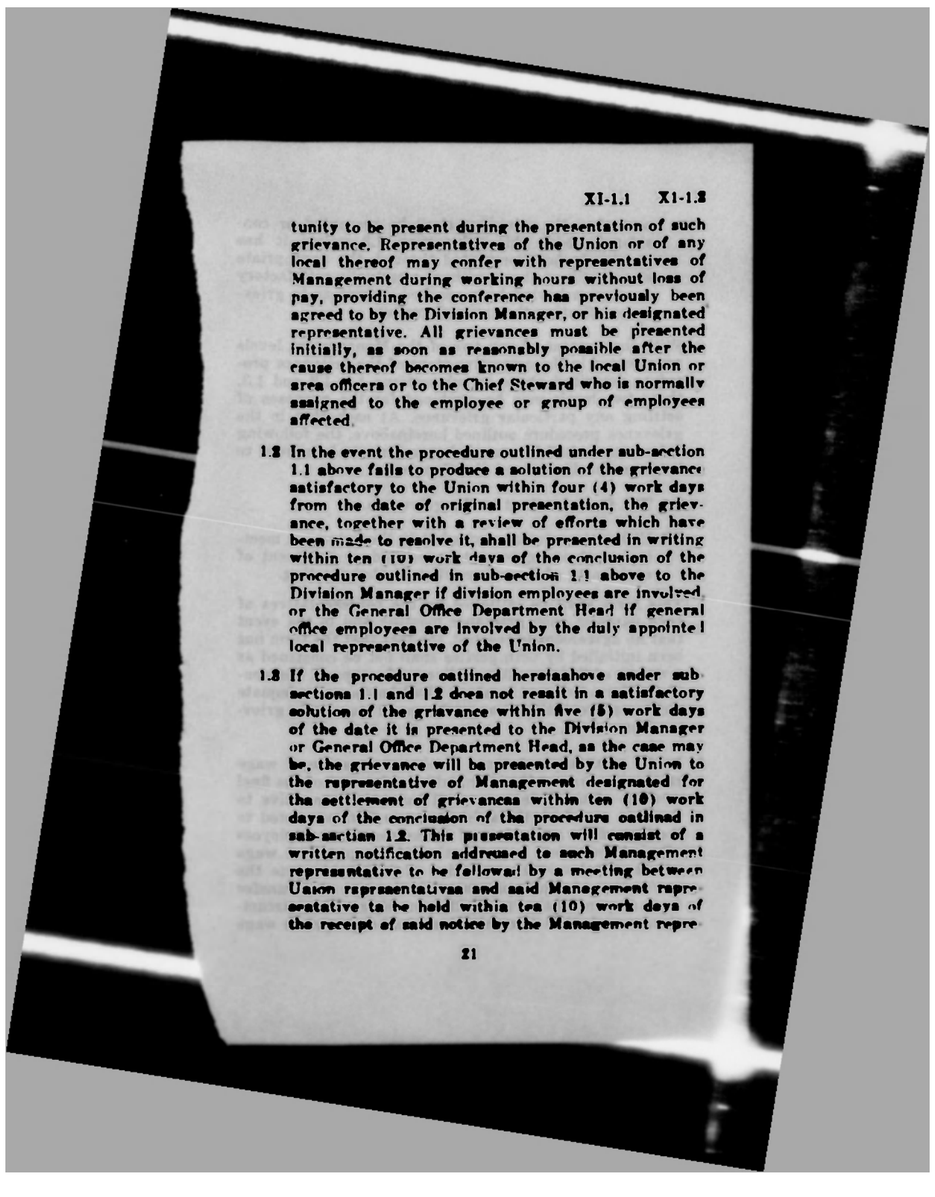
XI-1 XI-1.1

ployee or a group of employees contending that he or they are being prejudiced as a result of misinterpretation or misapplication of any of the terms of this contract, or discrimination in the application of any of the terms of this contract or the wage schedules from time to time in effect, or discrimination in the application of any of the Company's policies, practices, routines or rules. Any request for a change in the provisions of this contract shall be an item for collective bargaining. Nothing contained in the above definition of the term "grievance" shall be construed to prevent the presentation of complaints by or on behalf of any employee or group of employees through the same steps as in the grievance procedure relative to any circumstances not falling within said definition and which affect any employee or group of employees. Complaints of this nature shall not be considered as grievances subject to arbitration.

Grievances of any employee or group of employees shall receive fair, just and speedy consideration and shall be handled without prejudice or discrimination. Grievances shall be presented only in the following manner:

I.1 Grievances shall be presented in writing normally at least twenty-four hours prior to the first level grievance meeting. The report of grievance shall be presented to the immediate supervisor by the employee concerned, or by one of the group of employees concerned, or by the duly appointed local representative of the Union. If the employee, at his option, has the grievance presented by his local Union representative, the Company shall not thereafter deal directly with the employee concerning said grievance, but shall deal only through appropriate Union representatives. In the event that any individual employee or any group of employees chooses to present a grievance for themselves rather than through the Union, Management representatives will advise the local Union representatives of the fact that such grievance is being presented and will give such local Union representatives oppor-

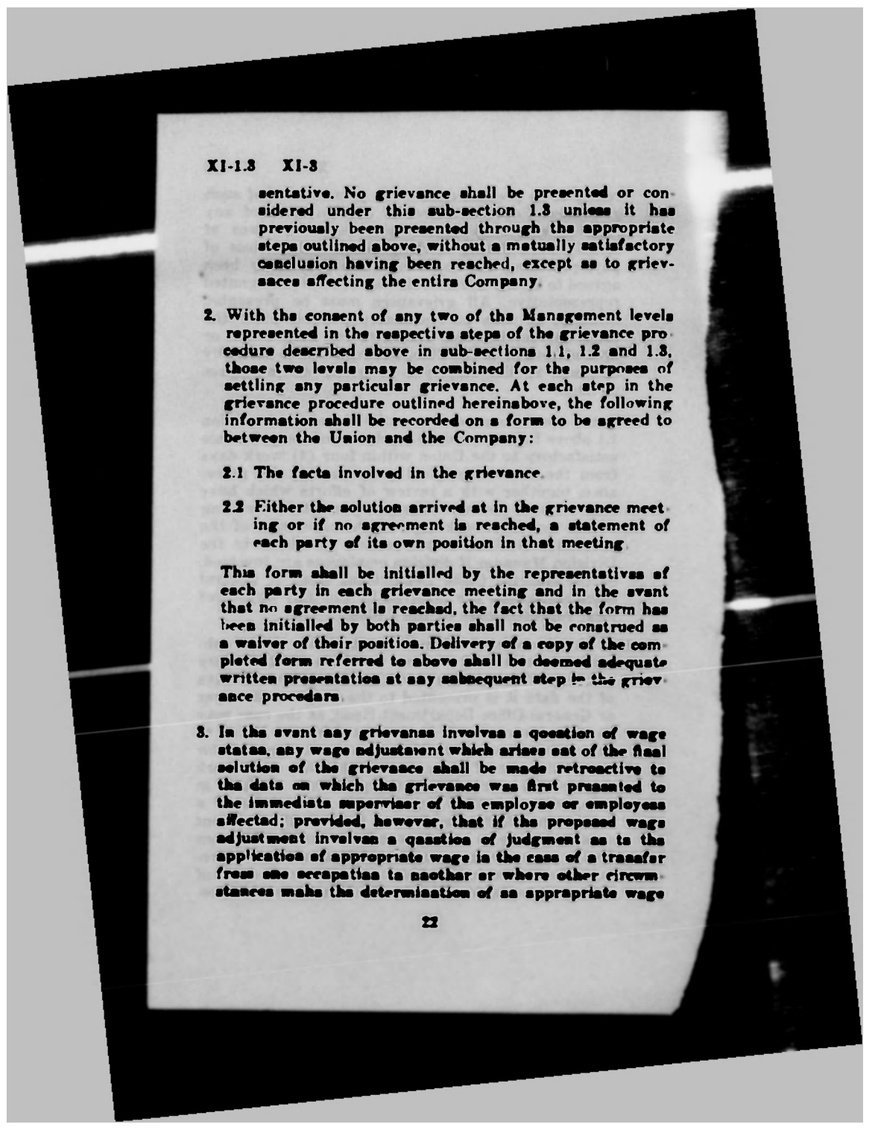
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tunity to be present during the presentation of such grievance. Representatives of the Union or of any local thereof may confer with representatives of Management during working hours without loss of pay, providing the conference has previously been agreed to by the Division Manager, or his designated representative. All grievances must be presented initially, as soon as reasonably possible after the cause thereof becomes known to the local Union or area officers or to the Chief Steward who is normally assigned to the employee or group of employees affected.

1.2 In the event the procedure outlined under sub-section 1.1 above fails to produce a solution of the grievance satisfactory to the Union within four (4) work days from the date of original presentation, the grievance, together with a review of efforts which have been made to resolve it, shall be presented in writing within ten (10) work days of the conclusion of the procedure outlined in sub-section 1.1 above to the Division Manager if division employees are involved, or the General Office Department Head if general office employees are involved by the duly appointed local representative of the Union.

1.3 If the procedure outlined hereinabove under sub-sections 1.1 and 1.2 does not result in a satisfactory solution of the grievance within five (5) work days of the date it is presented to the Division Manager or General Office Department Head, as the case may be, the grievance will be presented by the Union to the representative of Management designated for the settlement of grievances within ten (10) work days of the conclusion of the procedure outlined in sub-section 1.2. This presentation will consist of a written notification addressed to such Management representative to be followed by a meeting between Union representatives and said Management representative to be held within ten (10) work days of the receipt of said notice by the Management repre-



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sentative. No grievance shall be presented or considered under this sub-section 1.3 unless it has previously been presented through the appropriate steps outlined above, without a mutually satisfactory conclusion having been reached, except as to grievances affecting the entire Company.

2. With the consent of any two of the Management levels represented in the respective steps of the grievance procedure described above in sub-sections 1.1, 1.2 and 1.3, those two levels may be combined for the purposes of settling any particular grievance. At each step in the grievance procedure outlined hereinabove, the following information shall be recorded on a form to be agreed to between the Union and the Company:

2.1 The facts involved in the grievance.

2.2 Either the solution arrived at in the grievance meeting or if no agreement is reached, a statement of each party of its own position in that meeting.

This form shall be initialled by the representatives of each party in each grievance meeting and in the event that no agreement is reached, the fact that the form has been initialled by both parties shall not be construed as a waiver of their position. Delivery of a copy of the completed form referred to above shall be deemed adequate written presentation at any subsequent step in the grievance procedure.

3. In the event any grievance involves a question of wage status, any wage adjustment which arises out of the final solution of the grievance shall be made retroactive to the date on which the grievance was first presented to the immediate supervisor of the employee or employees affected; provided, however, that if the proposed wage adjustment involves a question of judgment as to the application of appropriate wage in the case of a transfer from one occupation to another or where other circumstances make the determination of an appropriate wage

a matter of judgment, retroactive adjustment shall not be for more than three (3) months prior to the initial presentation of the grievance under sub-section 1.1 of this Article and provided farther, that if the wage adjustment involved has resulted from the correction of a mechanical or clerical error, the adjustment shall be made retroactive to the time the error commenced.

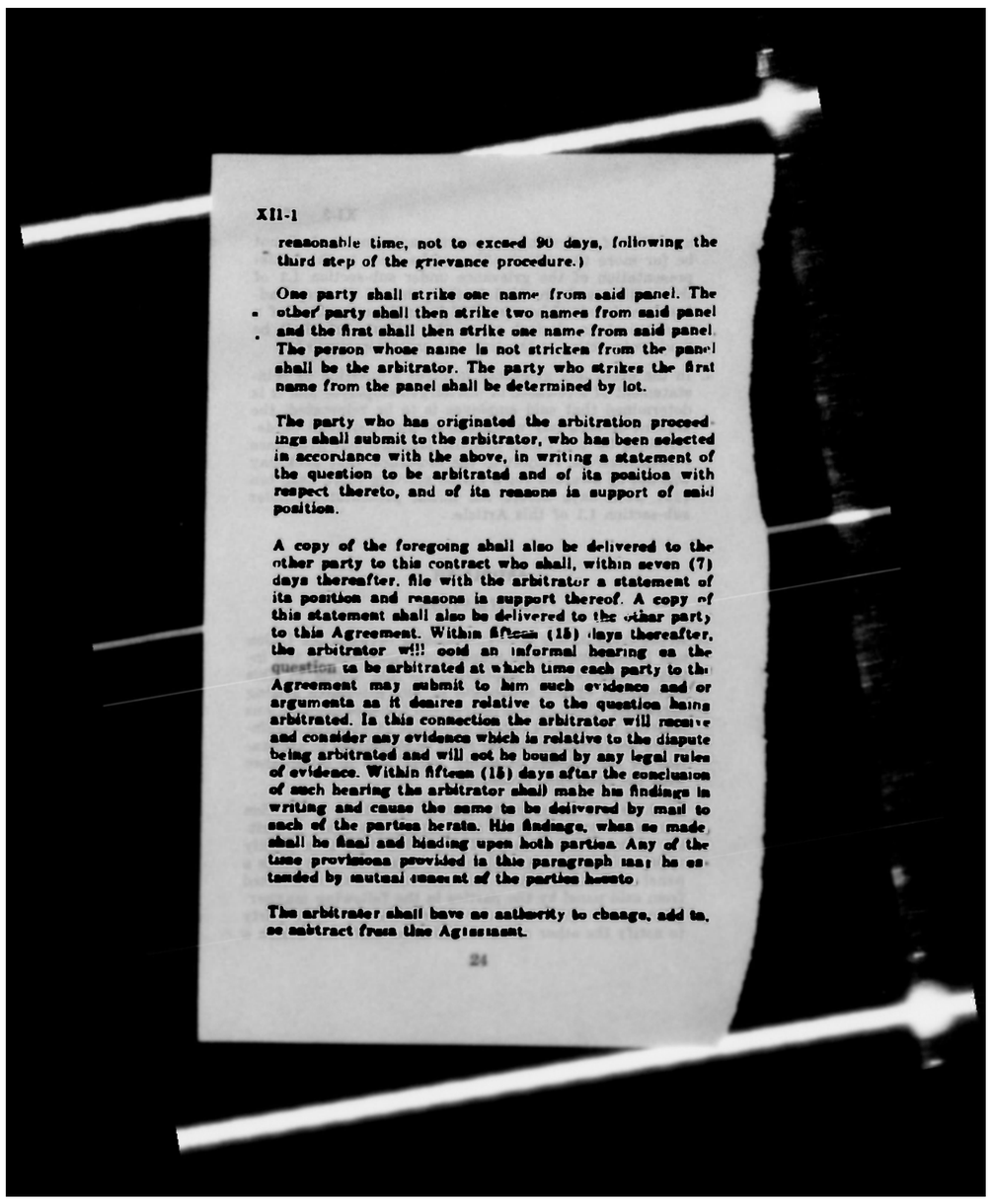
4. In the event any grievance involves a question of reinstatement of a released or discharged employee and it is determined that said employee is to be reinstated, the amount of back pay which can be awarded shall be determined by the Union and the Management grievance representatives, subject to the limitation that back pay will not be awarded for a period starting more than ten (10) work days before the initial presentation under sub-section 1.1 of this Article.

ARTICLE XII

ARBITRATION

1. In the event of any differences arising between the Union and Management with respect to a question of the interpretation and/or application of the terms of this Agreement or the settlement of any grievance arising hereunder which cannot be resolved through negotiations between the parties hereto under the procedures hereinabove set forth, the matter shall be submitted to arbitration at the request of either party and in accordance with the following procedure:

In the event either party desires to submit a question to arbitration, that party shall notify the other in writing of its desire to so do. The parties shall then jointly request the American Arbitration Association to name a panel of [illegible] arbitrators. The arbitrator shall be selected from said panel by the parties in the following manner: (Note: It is agreed that the objective is for either party to notify the other of its intention to arbitrate within a



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reasonable time, not to exceed 90 days, following the third step of the grievance procedure.)

One party shall strike one name from said panel. The other party shall then strike two names from said panel and the first shall then strike one name from said panel. The person whose name is not stricken from the panel shall be the arbitrator. The party who strikes the first name from the panel shall be determined by lot.

The party who has originated the arbitration proceedings shall submit to the arbitrator, who has been selected in accordance with the above, in writing a statement of the question to be arbitrated and of its position with respect thereto, and of its reasons in support of said position.

A copy of the foregoing shall also be delivered to the other party to this contract who shall, within seven (7) days thereafter, file with the arbitrator a statement of its position and reasons in support thereof. A copy of this statement shall also be delivered to the other party to this Agreement. Within fifteen (15) days thereafter, the arbitrator will cond an informal hearing on the question to be arbitrated at which time each party to the Agreement may submit to him such evidence and or arguments as it desires relative to the question being arbitrated. In this connection the arbitrator will receive and consider any evidence which is relative to the dispute being arbitrated and will not be bound by any legal rules of evidence. Within fifteen (15) days after the conclusion of such hearing the arbitrator shall make his findings in writing and cause the same to be delivered by mail to each of the parties hereto. His findings, when so made, shall be final and binding upon both parties. Any of the time provisions provided in this paragraph may be extended by mutual consent of the parties hereto.

The arbitrator shall have no authority to change, add to, or subtract from the Agreement.

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ARTICLE XIII

1. Shift assignments and vacation schedules, subject to the needs of the service, shall be determined on the basis of Company seniority.

2 Selection of employees for transfers to vacancies in other wage schedule titles shall be determined as follows:

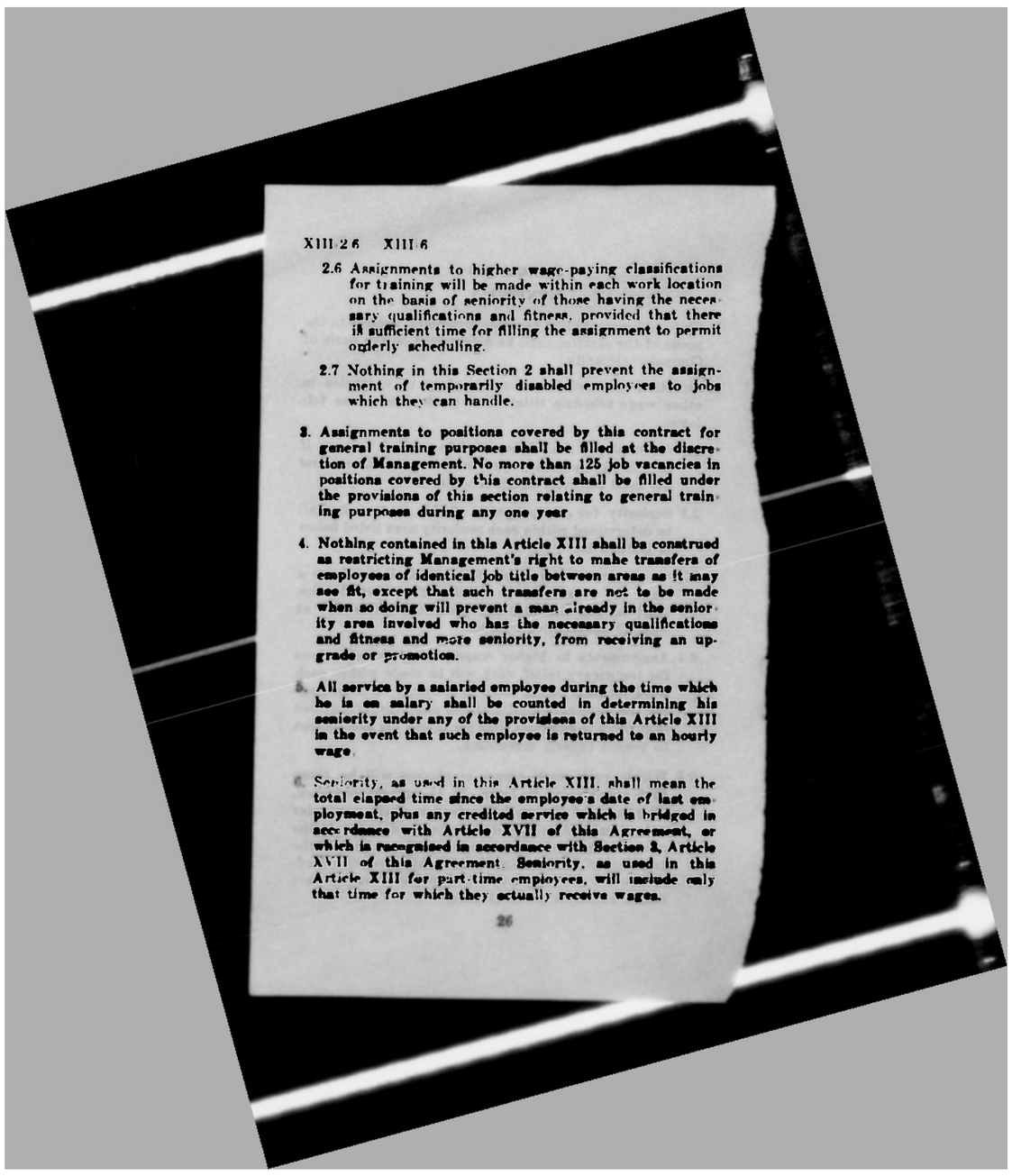
2.1 An employee shall be entitled to any job vacancy if he has the necessary qualifications and fitness and the most seniority of all candidates for the job

Seniority for the purposes of this Section 2 shall be determined within each seniority area listed below in Section 10

2.3 An employee may apply for, but shall not have a right to, a transfer to another title classification until he has occupied his present position for at least 12 consecutive months

Assignments to higher wage-paying classifications for temporary relief work will be made within each work location on the basis of seniority of those having the necessary qualifications and fitness, provided that there is sufficient time for filling the assignment

2.5 Within each work group, employees will be given first opportunity to learn, in an orderly sequence, all phases of the work involved in their particular title classification in order of their seniority. If the senior employee or employees fail to absorb the training offered within a reasonable time, the preference for training will then be given to the next



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2.6 Assignments to higher wage-paying classifications for training will be made within each work location on the basis of seniority of those having the necessary qualifications and fitness, provided that there is sufficient time for filling the assignment to permit orderly scheduling.

2.7 Nothing in this Section 2 shall prevent the assignment of temporarily disabled employees to jobs which they can handle.

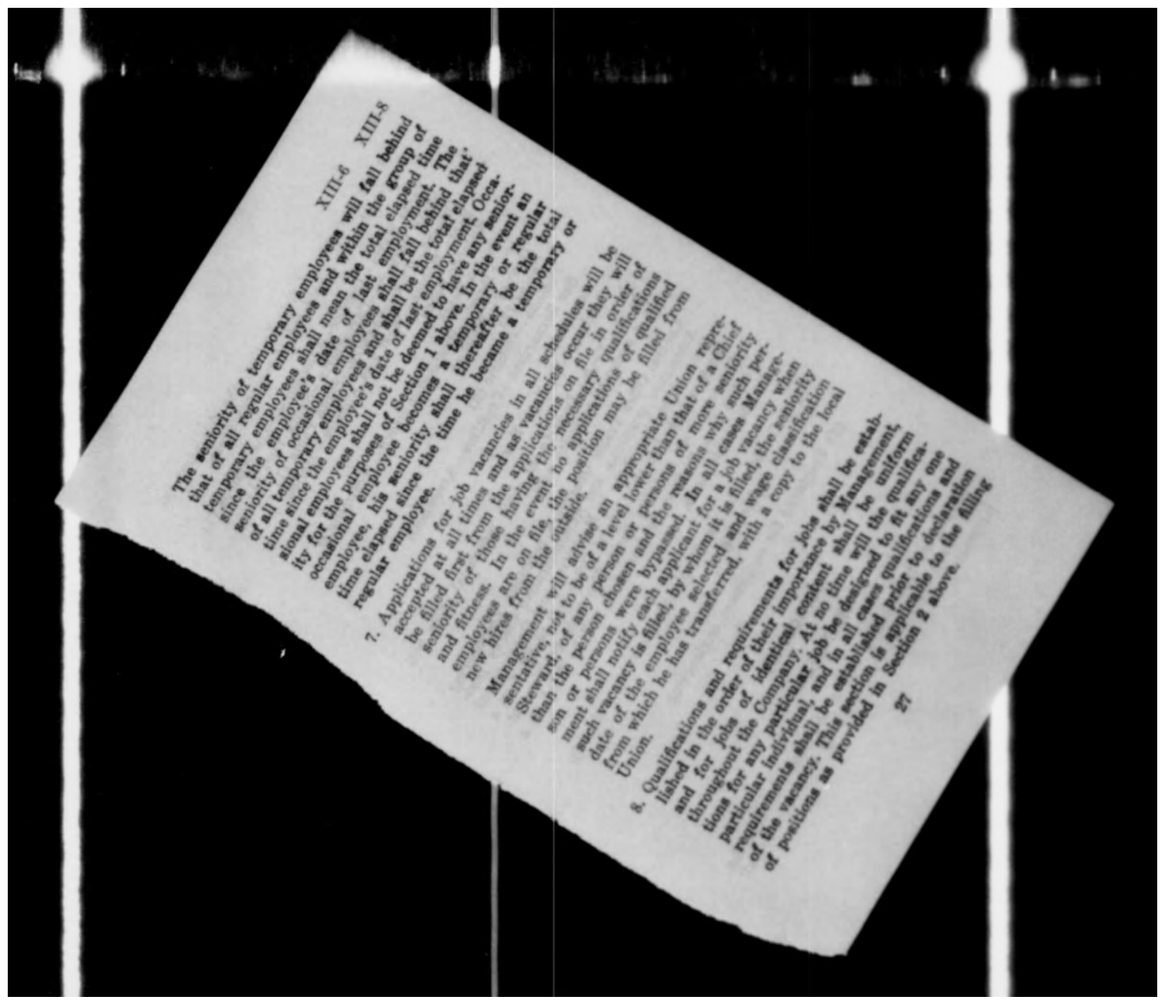
3. Assignments to positions covered by this contract for general training purposes shall be filled at the discretion of Management. No more than 125 job vacancies in positions covered by this contract shall be filled under the provisions of this section relating to general training purposes during any one year.

4. Nothing contained in this Article XIII shall be construed as restricting Management's right to make transfers of employees of identical job title between areas as it may see fit, except that such transfers are not to be made when so doing will prevent a man already in the seniority area involved who has the necessary qualifications and fitness and more seniority, from receiving an upgrade or promotion.

5. All service by a salaried employee during the time which he is on salary shall be counted in determining his seniority under any of the provisions of this Article XIII in the event that such employee is returned to an hourly wage.

6. Seniority, as used in this Article XIII, shall mean the total elapsed time since the employee's date of last employment, plus any credited service which is bridged in accordance with Article XVII of this Agreement, or which is recognized in accordance with Section 3, Article XVII of this Agreement. Seniority, as used in this Article XIII for part-time employees, will include only that time for which they actually receive wages.

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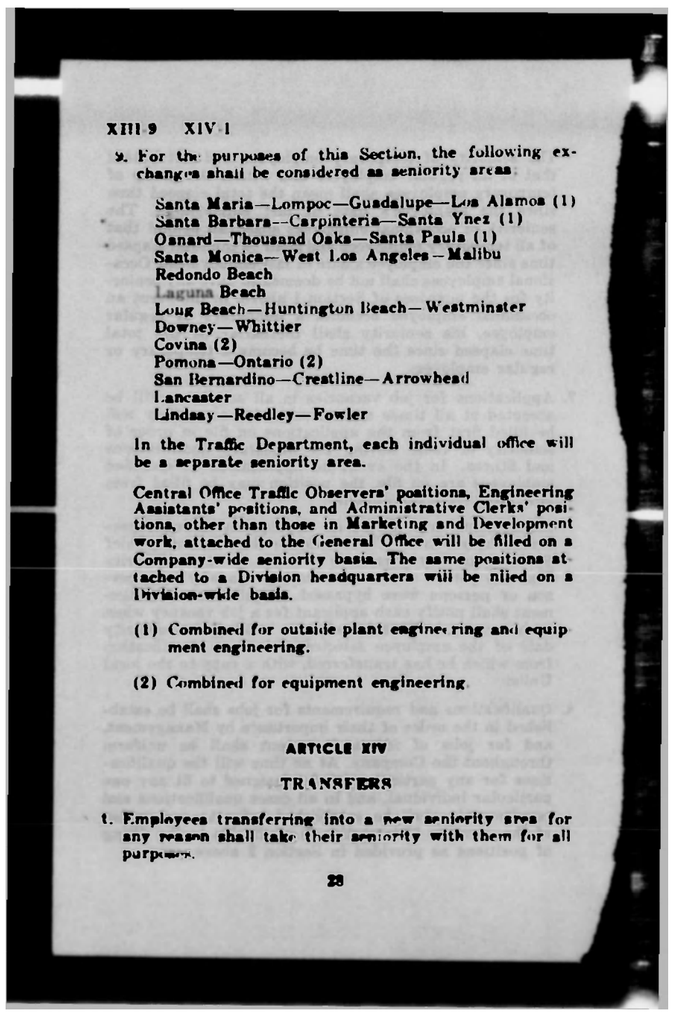
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The seniority of temporary employees will fall behind that of all regular employees and within the group of temporary employees shall mean the total elapsed time since the employee's date of last employment. The seniority of occasional employees and shall be the total elapsed of all temporary employee's date of last employment. Occa-time since the employee's date of last employment. Occa-sional employees shall not be deemed to have any senior-ity for the purposes of Section 1 above. In the event an occasional employee becomes a temporary or regular employee, his seniority shall thereafter be the total time elapsed since the time he became a temporary or regular employee.

7. Applications for job vacancies in all schedules will be accepted at all times and as vacancies occur they will be filled first from the applications on file in order of seniority of those having the necessary qualifications and fitness. In the event no applications are on file the position may be filled from new hires from the outside.

Management will advise an appropriate Union repre-sentative, not to be of a level lower than that of a Chief Steward, of any job vacancies in all schedules which will be filled in the order of their seniority by Management, and for jobs of identical content shall be uniform throughout the Company. At no time will the qualifica-tions for any particular job be designed to fit any one particular individual, and in all cases such personal requirements shall be established prior to declaration of the vacancy. This section is applicable to the filling of positions as provided in Section 2 above.

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9. For the purposes of this Section, the following exchanges shall be considered as seniority areas:

Santa Maria—Lompoc—Guadalupe—Los Alamos (1)
Santa Barbara—Carpinteria—Santa Ynez (1)
Oxnard—Thousand Oaks—Santa Paula (1)
Santa Monica—West Los Angeles—Malibu
Redondo Beach
Laguna Beach
Long Beach—Huntington Beach—Westminster
Downey—Whittier
Covina (2)
Pomona—Ontario (2)
San Bernardino—Crestline—Arrowhead
Lancaster
Lindsay—Reedley—Fowler

In the Traffic Department, each individual office will be a separate seniority area.

Central Office Traffic Observers' positions, Engineering Assistants' positions, and Administrative Clerks' positions, other than those in Marketing and Development work, attached to the General Office will be filled on a Company-wide seniority basis. The same positions attached to a Division headquarters will be filled on a Division-wide basis.

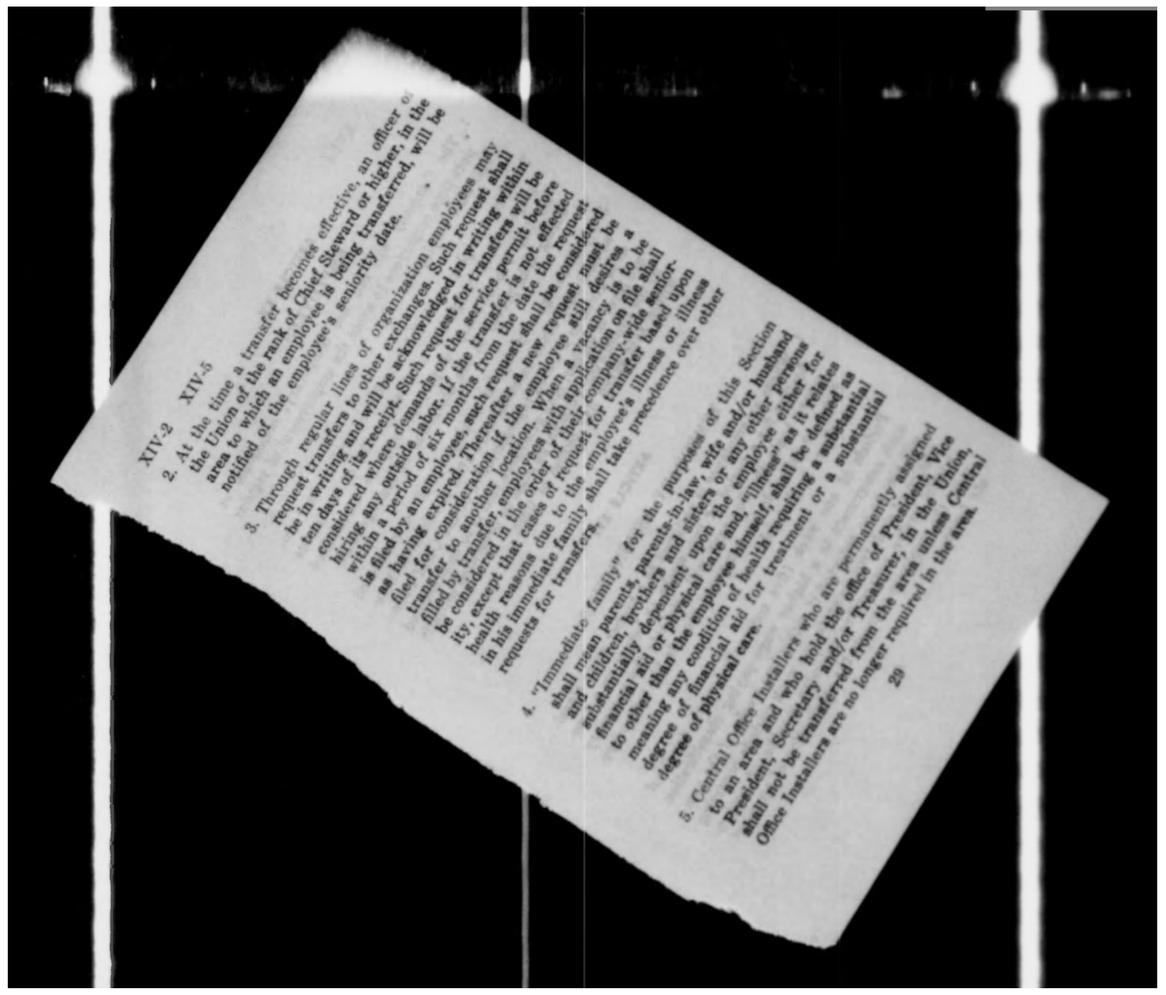
(1) Combined for outside plant engineering and equipment engineering.

(2) Combined for equipment engineering.

ARTICLE XIV

TRANSFERS

1. Employees transferring into a new seniority area for any reason shall take their seniority with them for all purposes.



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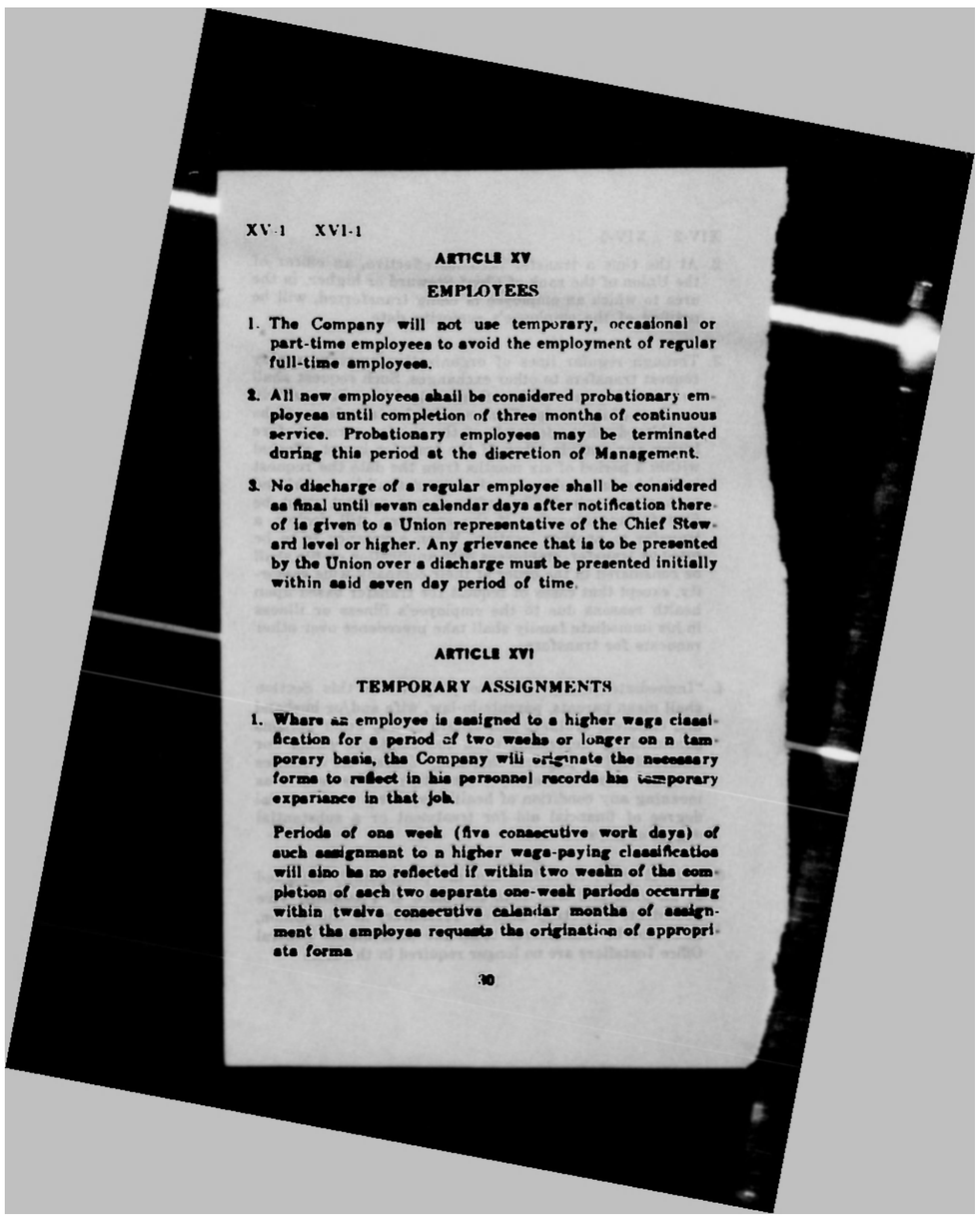
2. At the time a transfer becomes effective, an officer of the Union of the rank of Chief Steward or higher, in the area to which an employee is being transferred, will be notified of the employee's seniority date.

3. Through regular lines of organization employees may request transfers to other exchanges. Such request shall be in writing and will be acknowledged in writing within ten days of its receipt. Such request for transfer will be considered where demands of the service permit before hiring any outside labor. If the transfer is not effected by an employee, such request must be renewed in writing as having expired. Thereafter a new request shall be considered as having been made on the date the request is filed by the employee. When a vacancy is to be filled by transfer, employees with application on file shall be considered in the order of their company-wide seniority, except that cases of request for transfer based upon health reasons due to the employee's illness or illness in his immediate family shall take precedence over other requests for transfers.

4. "Immediate family" for the purposes of this Section shall mean parents, parents-in-law, wife and/or husband and children; brothers and sisters or any other persons substantially dependent upon the employee either for financial aid or physical care and, "illness" as it relates to other than the employee himself, shall be defined as meaning any condition of health requiring a substantial degree of financial aid for treatment or a substantial degree of physical care.

5. Central Office Installers who are permanently assigned to an area and who hold the office of President, Vice President, Secretary and/or Treasurer, in the Union, shall not be transferred from the area, unless Central Office Installers are no longer required in the area.

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ARTICLE XV

EMPLOYEES

1. The Company will not use temporary, occasional or part-time employees to avoid the employment of regular full-time employees.

2. All new employees shall be considered probationary employees until completion of three months of continuous service. Probationary employees may be terminated during this period at the discretion of Management.

3. No discharge of a regular employee shall be considered as final until seven calendar days after notification thereof is given to a Union representative of the Chief Steward level or higher. Any grievance that is to be presented by the Union over a discharge must be presented initially within said seven day period of time.

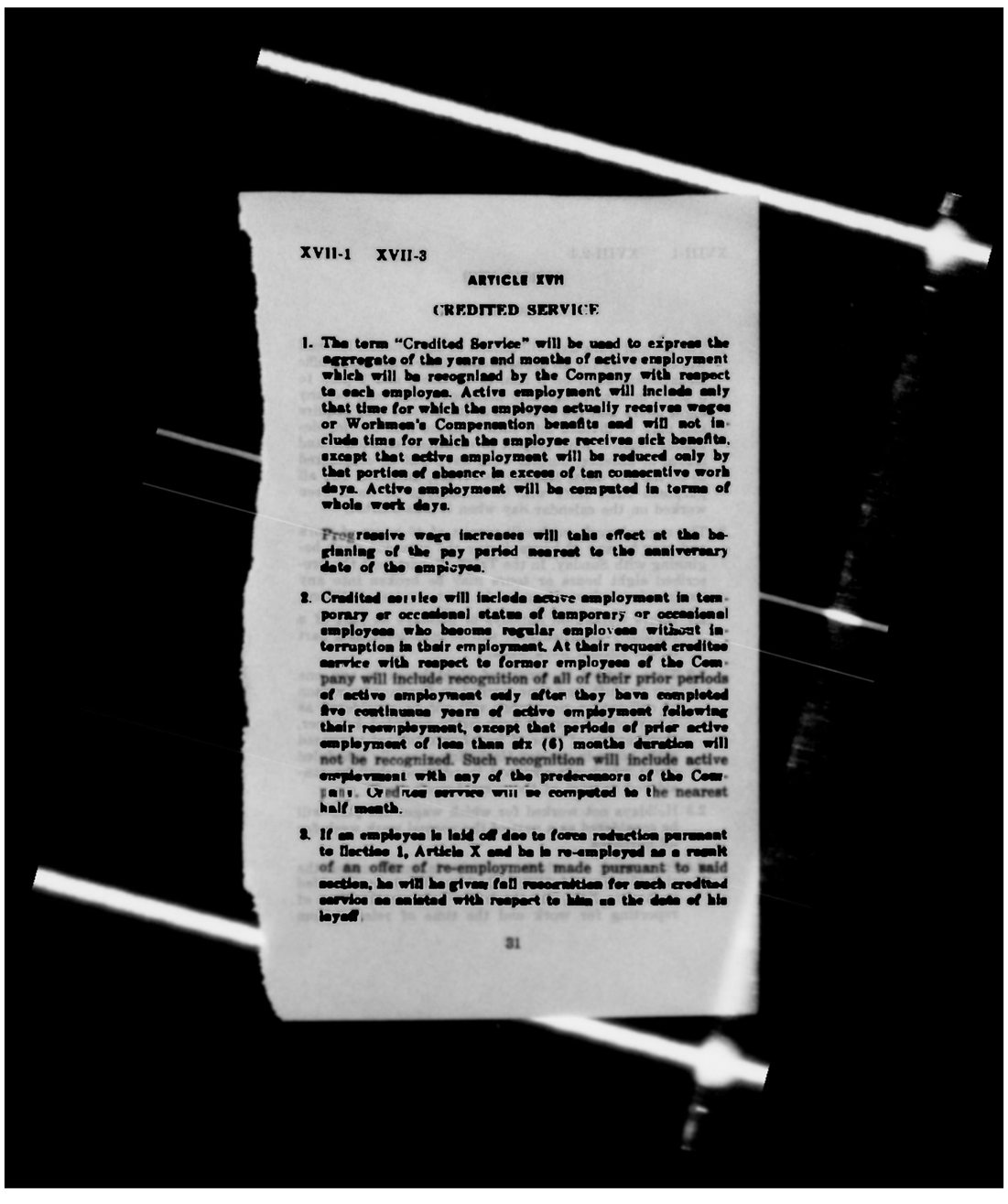
ARTICLE XVI

TEMPORARY ASSIGNMENTS

1. Where an employee is assigned to a higher wage classification for a period of two weeks or longer on a temporary basis, the Company will originate the necessary forms to reflect in his personnel records his temporary experience in that job.

   Periods of one week (five consecutive work days) of such assignment to a higher wage-paying classification will also be so reflected if within two weeks of the completion of each two separate one-week periods occurring within twelve consecutive calendar months of assignment the employee requests the origination of appropriate forms.

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ARTICLE XVII

CREDITED SERVICE

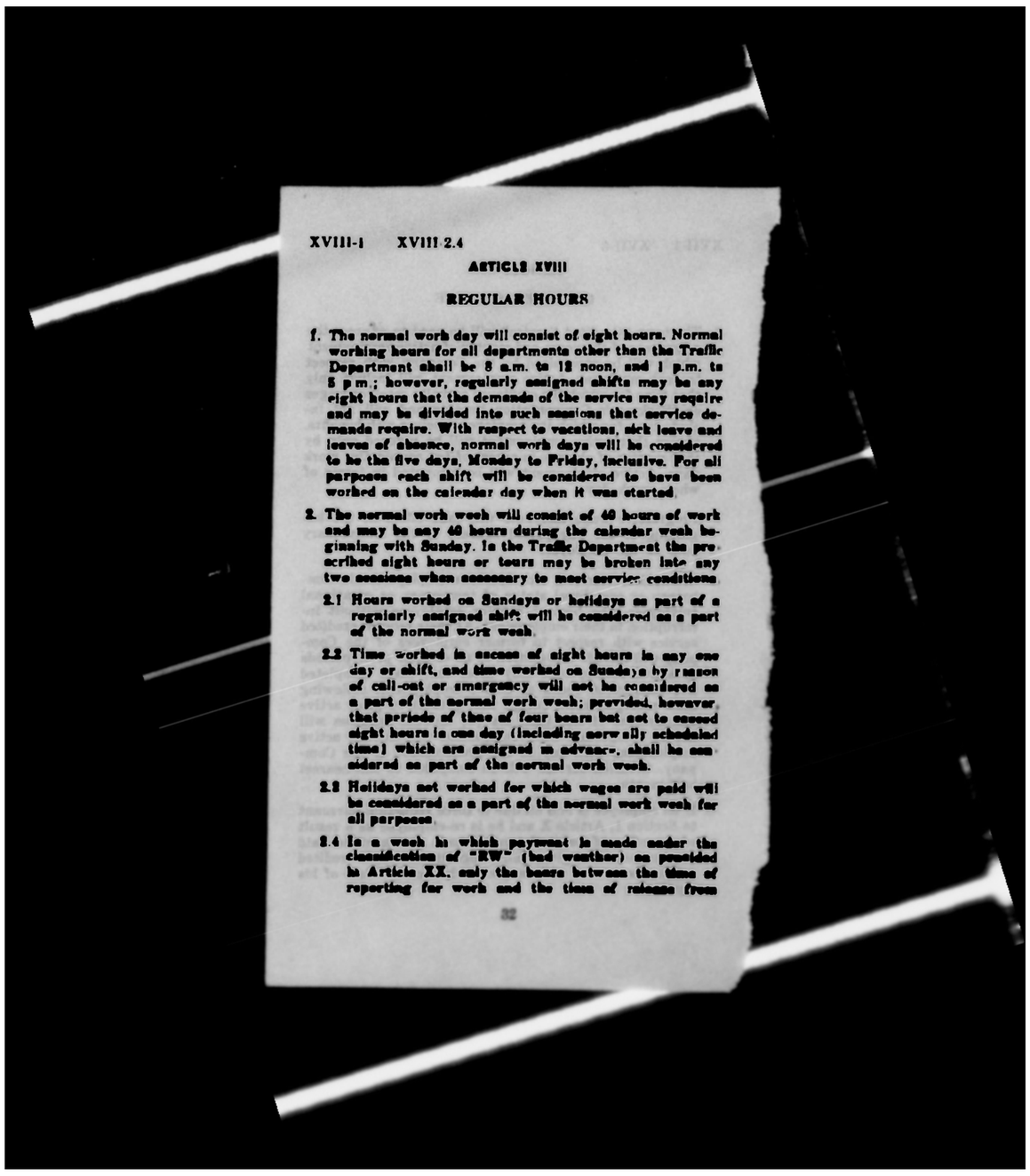
1. The term "Credited Service" will be used to express the aggregate of the years and months of active employment which will be recognized by the Company with respect to each employee. Active employment will include only that time for which the employee actually receives wages or Workmen's Compensation benefits and will not include time for which the employee receives sick benefits, except that active employment will be reduced only by that portion of absence in excess of ten consecutive work days. Active employment will be computed in terms of whole work days.

Progressive wage increases will take effect at the beginning of the pay period nearest to the anniversary date of the employee.

2. Credited service will include active employment in temporary or occasional status of temporary or occasional employees who become regular employees without interruption in their employment. At their request credited service with respect to former employees of the Company will include recognition of all of their prior periods of active employment only after they have completed five continuous years of active employment following their reemployment, except that periods of prior active employment of less than six (6) months duration will not be recognized. Such recognition will include active employment with any of the predecessors of the Company. Credited service will be computed to the nearest half month.

3. If an employee is laid off due to force reduction pursuant to Section 1, Article X and he is re-employed as a result of an offer of re-employment made pursuant to said section, he will be given full recognition for such credited service as existed with respect to him as the date of his layoff.

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ARTICLE XVIII

REGULAR HOURS

1. The normal work day will consist of eight hours. Normal working hours for all departments other than the Traffic Department shall be 8 a.m. to 12 noon, and 1 p.m. to 5 p.m.; however, regularly assigned shifts may be any eight hours that the demands of the service may require and may be divided into such sessions that service demands require. With respect to vacations, sick leave and leaves of absence, normal work days will be considered to be the five days, Monday to Friday, inclusive. For all purposes each shift will be considered to have been worked on the calendar day when it was started.

2. The normal work week will consist of 40 hours of work and may be any 40 hours during the calendar week beginning with Sunday. In the Traffic Department the prescribed eight hours or tours may be broken into any two sessions when necessary to meet service conditions.

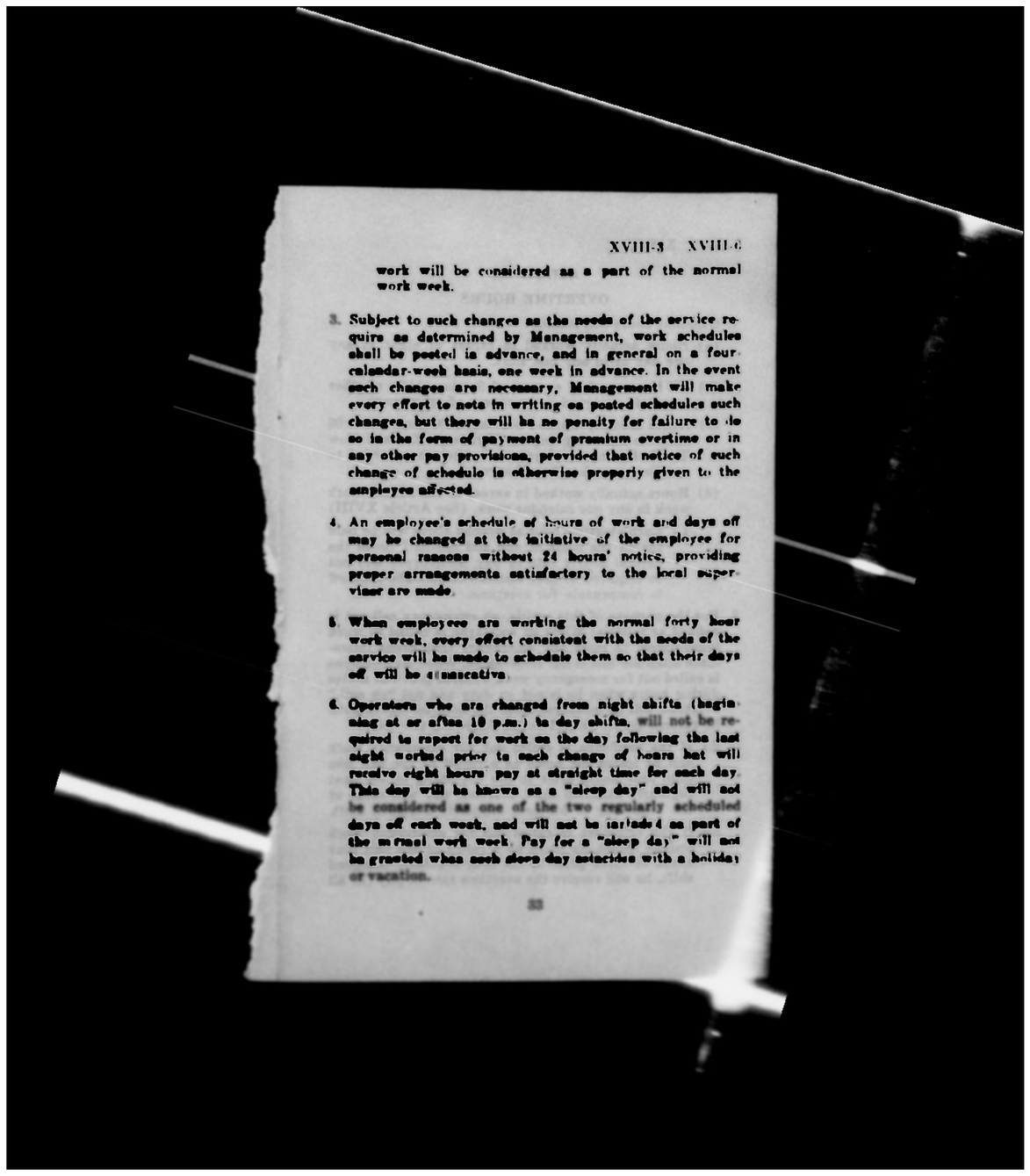
2.1 Hours worked on Sundays or holidays as part of a regularly assigned shift will be considered as a part of the normal work week.

2.2 Time worked in excess of eight hours in any one day or shift, and time worked on Sundays by reason of call-out or emergency will not be considered as a part of the normal work week; provided, however, that periods of three or four hours but not to exceed eight hours in one day (including normally scheduled time) which are assigned in advance, shall be considered as part of the normal work week.

2.3 Holidays not worked for which wages are paid will be considered as a part of the normal work week for all purposes.

2.4 In a week in which payment is made under the classification of "RW" (bad weather) as provided in Article XX, only the hours between the time of reporting for work and the time of release from

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work will be considered as a part of the normal work week.

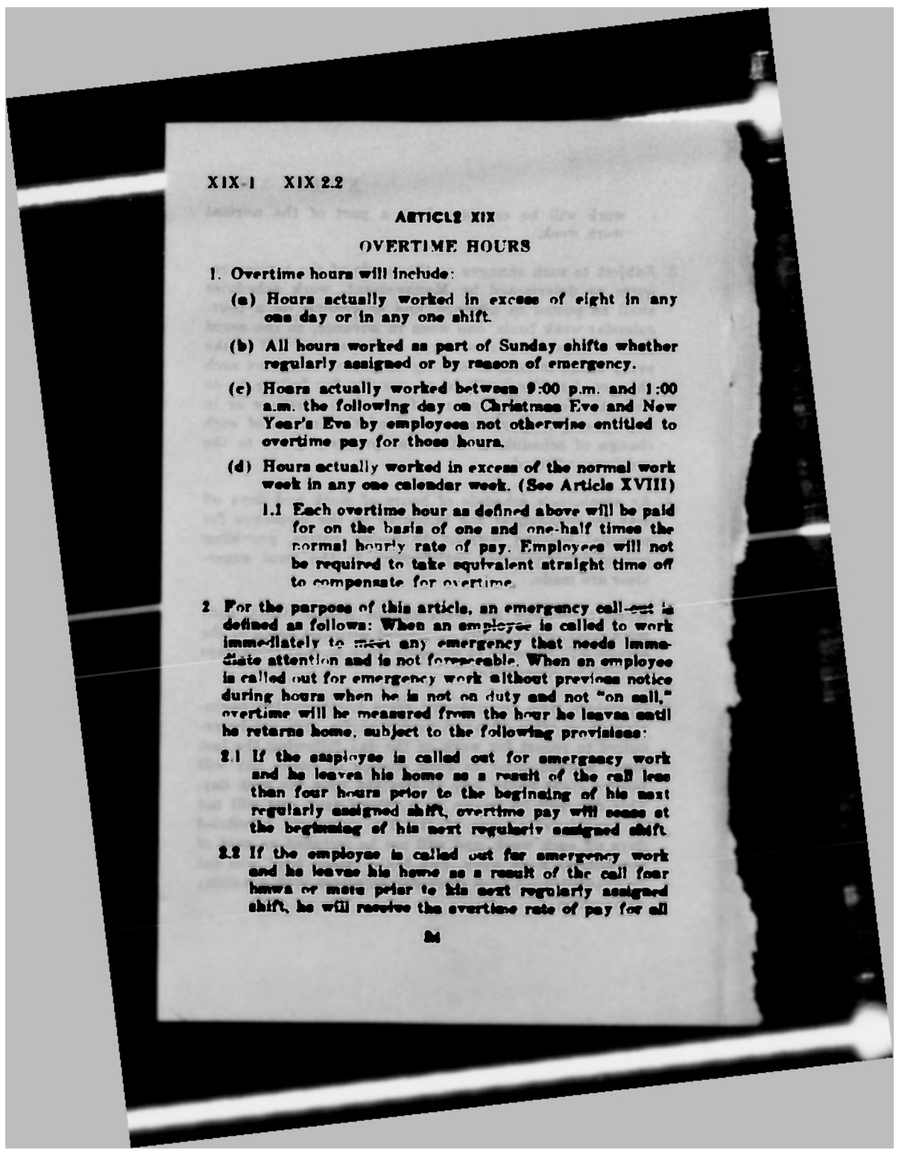
3. Subject to such changes as the needs of the service require as determined by Management, work schedules shall be posted in advance, and in general on a four-calendar-week basis, one week in advance. In the event such changes are necessary, Management will make every effort to note in writing on posted schedules such changes, but there will be no penalty for failure to do so in the form of payment of premium overtime or in any other pay provisions, provided that notice of such change of schedule is otherwise properly given to the employee affected.

4. An employee's schedule of hours of work and days off may be changed at the initiative of the employee for personal reasons without 24 hours' notice, providing proper arrangements satisfactory to the local supervisor are made.

5. When employees are working the normal forty hour work week, every effort consistent with the needs of the service will be made to schedule them so that their days off will be consecutive.

6. Operators who are changed from night shifts (beginning at or after 10 p.m.) to day shifts, will not be required to report for work on the day following the last night worked prior to each change of hours but will receive eight hours pay at straight time for each day. This day will be known as a "sleep day" and will not be considered as one of the two regularly scheduled days off each week, and will not be included as part of the normal work week. Pay for a "sleep day" will not be granted when such sleep day coincides with a holiday or vacation.

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ARTICLE XIX

OVERTIME HOURS

1. Overtime hours will include:

(a) Hours actually worked in excess of eight in any one day or in any one shift.

(b) All hours worked as part of Sunday shifts whether regularly assigned or by reason of emergency.

(c) Hours actually worked between 9:00 p.m. and 1:00 a.m. the following day on Christmas Eve and New Year's Eve by employees not otherwise entitled to overtime pay for those hours.

(d) Hours actually worked in excess of the normal work week in any one calendar week. (See Article XVIII)

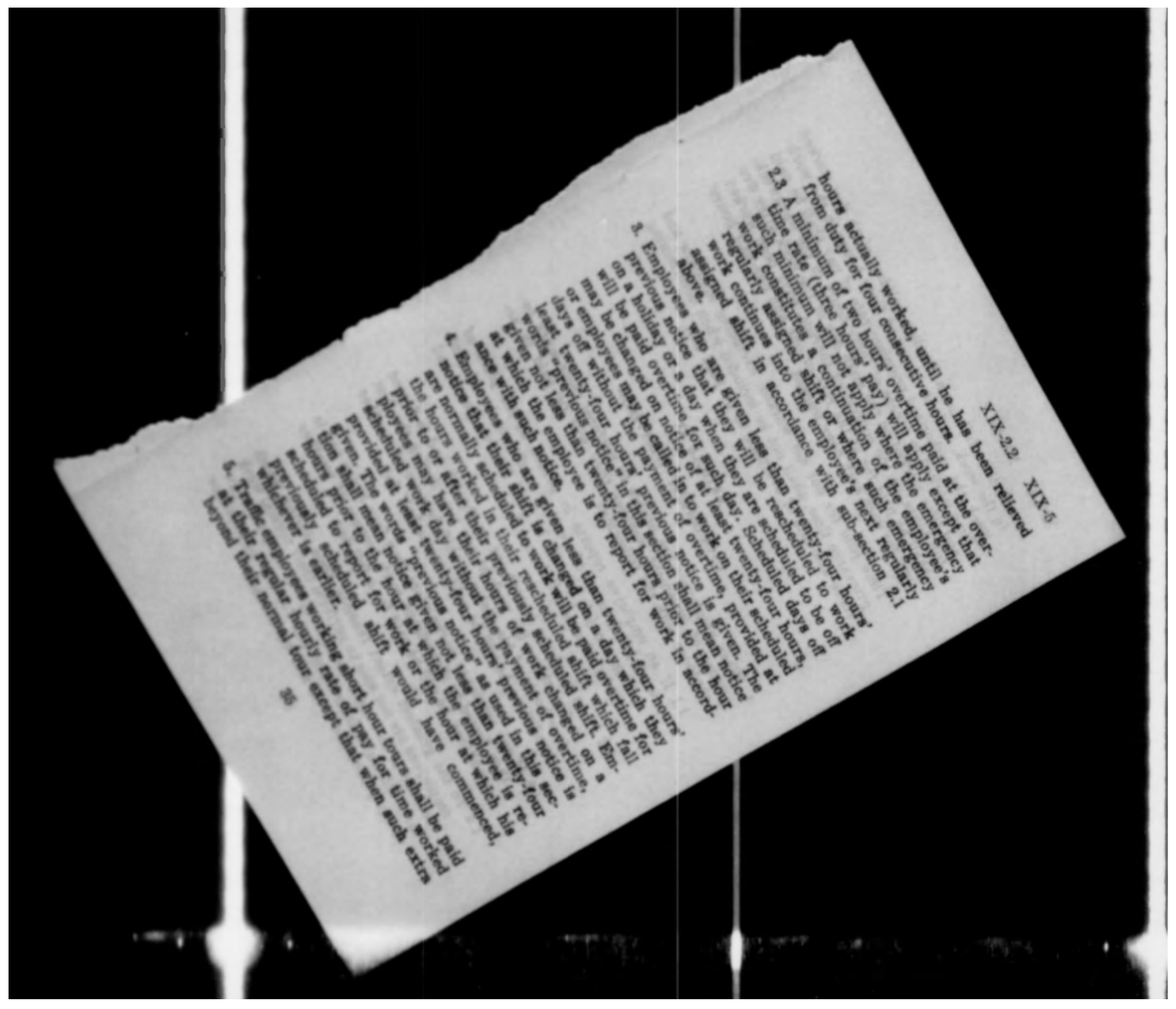
1.1 Each overtime hour as defined above will be paid for on the basis of one and one-half times the normal hourly rate of pay. Employees will not be required to take equivalent straight time off to compensate for overtime.

2. For the purpose of this article, an emergency call-out is defined as follows: When an employee is called to work immediately to meet any emergency that needs immediate attention and is not foreseeable. When an employee is called out for emergency work without previous notice during hours when he is not on duty and not "on call," overtime will be measured from the hour he leaves until he returns home, subject to the following provisions:

2.1 If the employee is called out for emergency work and he leaves his home as a result of the call less than four hours prior to the beginning of his next regularly assigned shift, overtime pay will cease at the beginning of his next regularly assigned shift.

2.2 If the employee is called out for emergency work and he leaves his home as a result of the call four hours or more prior to his next regularly assigned shift, he will receive the overtime rate of pay for all

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hours actually worked, until he has been relieved from duty for four consecutive hours.

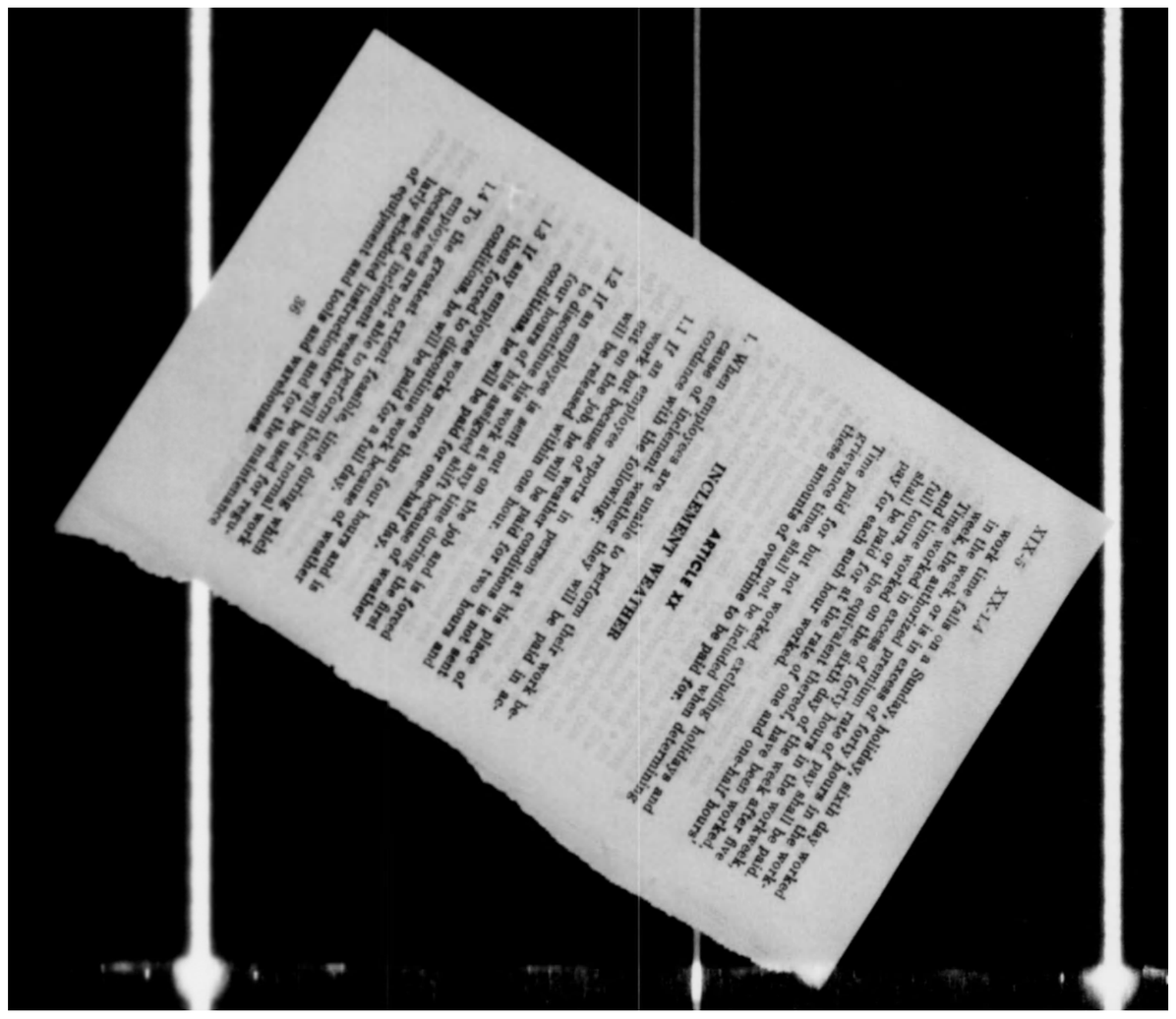
2.3 A minimum of two hours' overtime paid at the overtime rate (three hours' pay) will apply except that such minimum will not apply where the employee's work constitutes a continuation of the employee's regularly assigned shift or where such overtime work constitutes entry into the employee's next regularly assigned shift in accordance with sub-section 2.1 above.

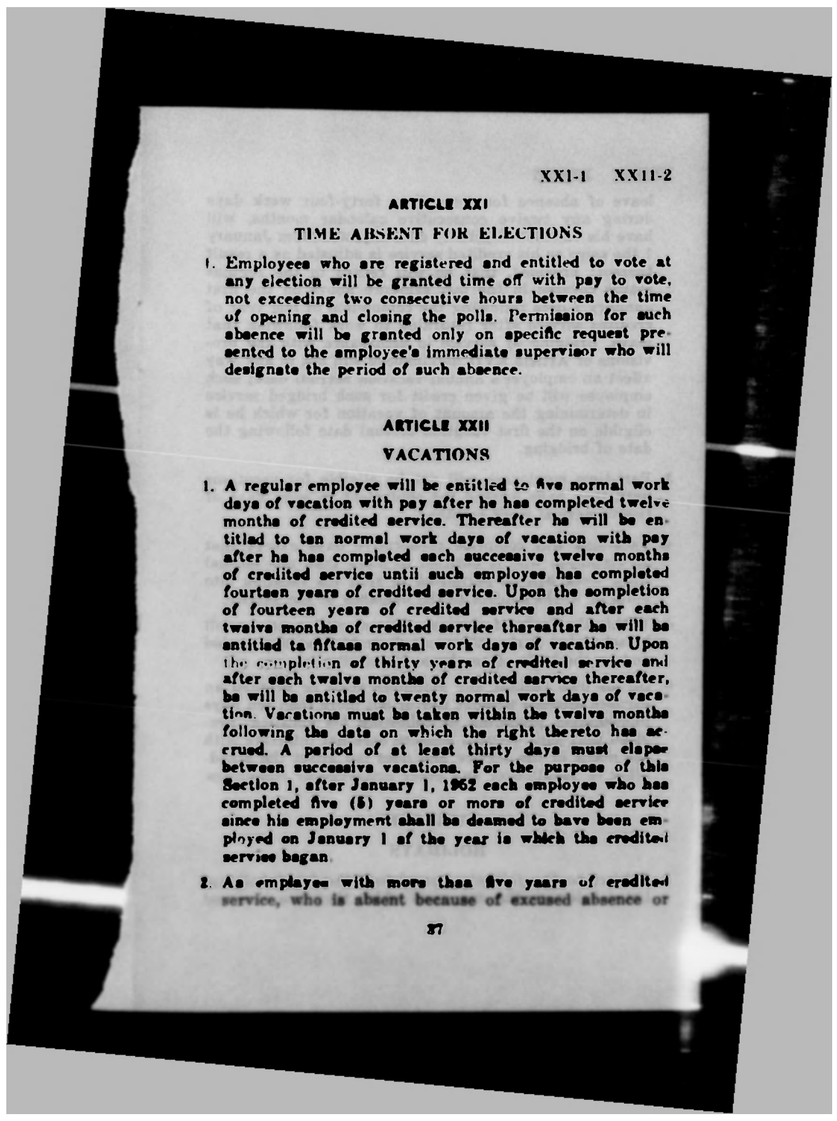
3. Employees who are given less than twenty-four hours' previous notice that they will be required to work on a holiday or a day when they are scheduled to be off may be changed on notice of at least twenty-four hours or employees may be called in to work overtime. Scheduled days off without the payment of overtime, provided at least twenty-four hours previous notice is given.

4. Employees who are given less than twenty-four hours' notice that their shift is changed on a day which they are normally scheduled to work will be paid overtime for all hours worked in their previously scheduled shift. Employees who are given less than twenty-four hours' notice that their shift is changed on a day which they are not normally scheduled to work will be paid overtime for all hours worked in the changed shift. The payment of overtime provided in this sub-section shall not be applicable where the employee is given notice not less than twenty-four hours prior to the hour at which the shift is changed.

5. Employees who are given less than twenty-four hours' notice that their shift is changed on a day which they are normally scheduled to work will be paid overtime for all hours worked in their previously scheduled shift. Employees who are given less than twenty-four hours' notice that their shift is changed on a day which they are not normally scheduled to work will be paid overtime for all hours worked in the changed shift. The payment of overtime provided in this sub-section shall not be applicable where the employee is given notice not less than twenty-four hours prior to the hour at which the shift is changed. The terms "previous notice" and "previous notice" in this sub-section shall mean notice given not less than twenty-four hours prior to the hour at which the employee is to report for work.

6. Trade employees working short hours shall be paid at their regular hourly rate of pay for time worked whichever is earlier, scheduled shift would have commenced, beyond their normal hours except that when such extra





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ARTICLE XXI

TIME ABSENT FOR ELECTIONS

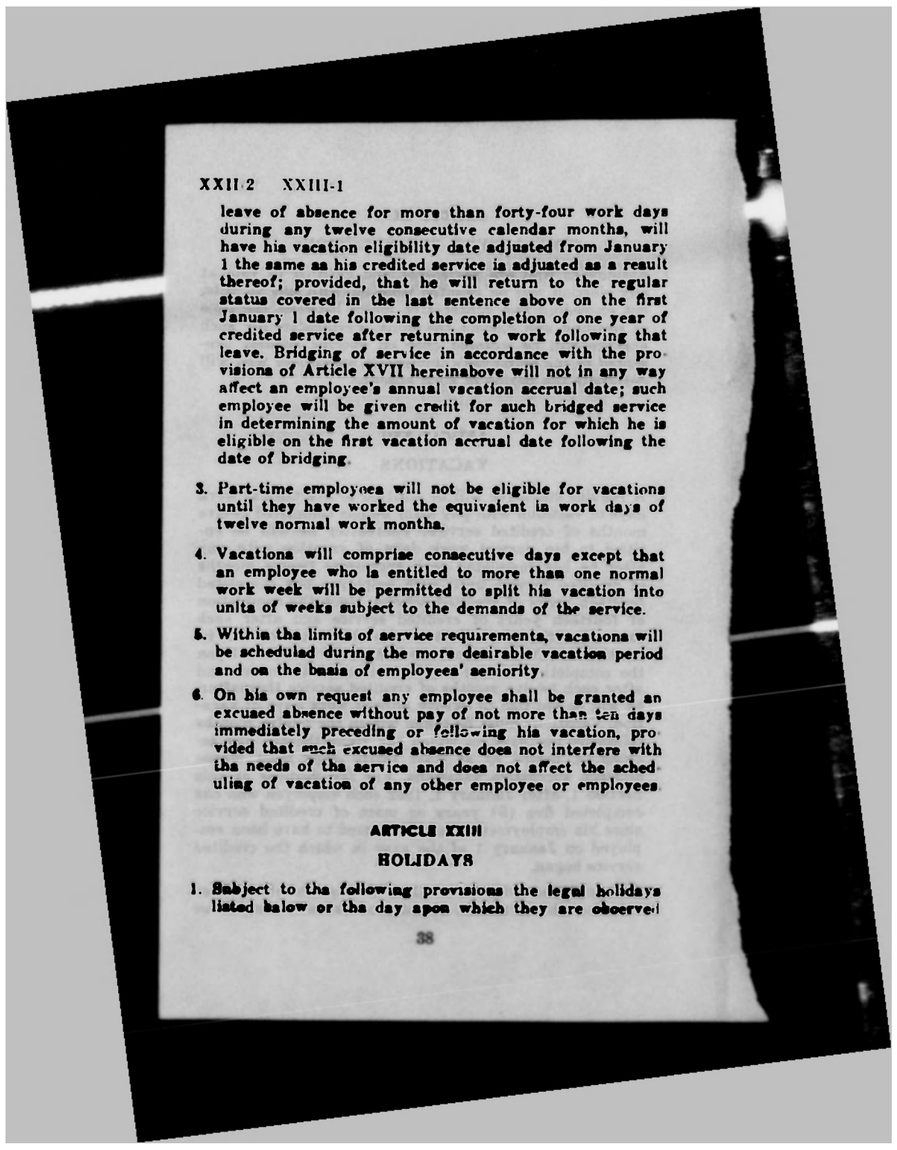
1. Employees who are registered and entitled to vote at any election will be granted time off with pay to vote, not exceeding two consecutive hours between the time of opening and closing the polls. Permission for such absence will be granted only on specific request presented to the employee's immediate supervisor who will designate the period of such absence.

ARTICLE XXII

VACATIONS

1. A regular employee will be entitled to five normal work days of vacation with pay after he has completed twelve months of credited service. Thereafter he will be entitled to ten normal work days of vacation with pay after he has completed each successive twelve months of credited service until such employee has completed fourteen years of credited service. Upon the completion of fourteen years of credited service and after each twelve months of credited service thereafter he will be entitled to fifteen normal work days of vacation. Upon the completion of thirty years of credited service and after each twelve months of credited service thereafter, he will be entitled to twenty normal work days of vacation. Vacations must be taken within the twelve months following the date on which the right thereto has accrued. A period of at least thirty days must elapse between successive vacations. For the purpose of this Section 1, after January 1, 1952 each employee who has completed five (5) years or more of credited service since his employment shall be deemed to have been employed on January 1 of the year in which the credited service began.

2. An employee with more than five years of credited service, who is absent because of excused absence or



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leave of absence for more than forty-four work days during any twelve consecutive calendar months, will have his vacation eligibility date adjusted from January 1 the same as his credited service is adjusted as a result thereof; provided, that he will return to the regular status covered in the last sentence above on the first January 1 date following the completion of one year of credited service after returning to work following that leave. Bridging of service in accordance with the provisions of Article XVII hereinabove will not in any way affect an employee's annual vacation accrual date; such employee will be given credit for such bridged service in determining the amount of vacation for which he is eligible on the first vacation accrual date following the date of bridging.

3. Part-time employees will not be eligible for vacations until they have worked the equivalent in work days of twelve normal work months.

4. Vacations will comprise consecutive days except that an employee who is entitled to more than one normal work week will be permitted to split his vacation into units of weeks subject to the demands of the service.

5. Within the limits of service requirements, vacations will be scheduled during the more desirable vacation period and on the basis of employees' seniority.

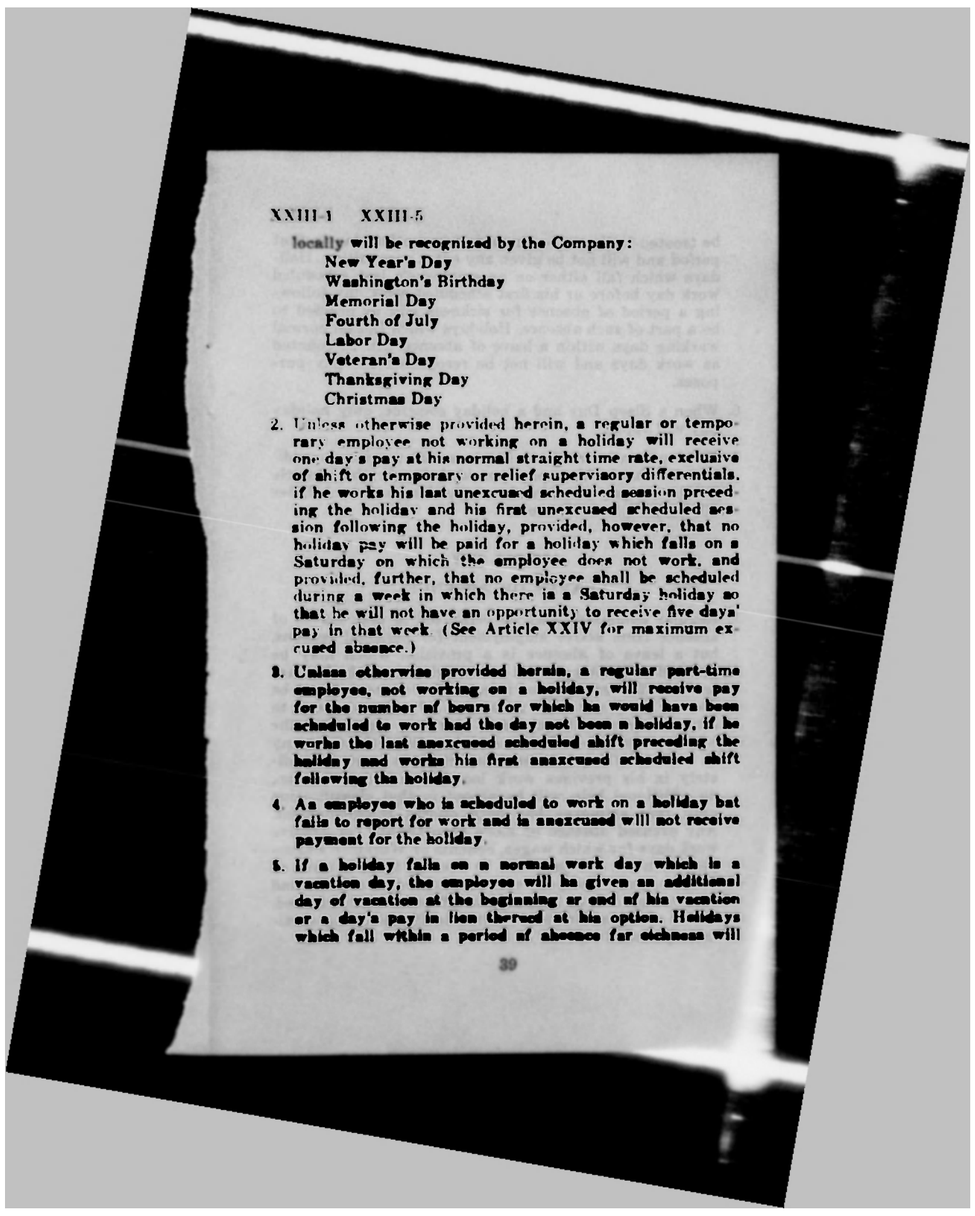
6. On his own request any employee shall be granted an excused absence without pay of not more than ten days immediately preceding or following his vacation, provided that such excused absence does not interfere with the needs of the service and does not affect the scheduling of vacation of any other employee or employees.

ARTICLE XXIII

HOLIDAYS

1. Subject to the following provisions the legal holidays listed below or the day upon which they are observed

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locally will be recognized by the Company:

New Year's Day
Washington's Birthday
Memorial Day
Fourth of July
Labor Day
Veteran's Day
Thanksgiving Day
Christmas Day

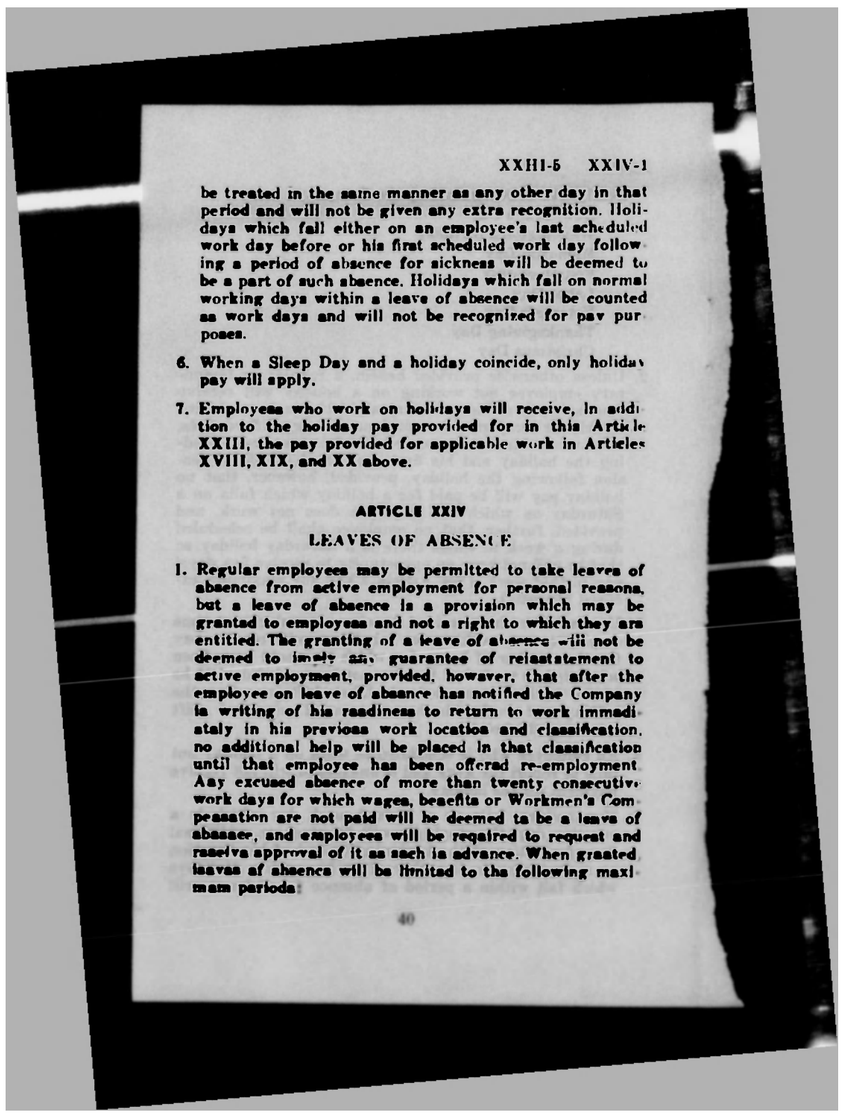
2. Unless otherwise provided herein, a regular or temporary employee not working on a holiday will receive one day's pay at his normal straight time rate, exclusive of shift or temporary or relief supervisory differentials, if he works his last unexcused scheduled session preceding the holiday and his first unexcused scheduled session following the holiday, provided, however, that no holiday pay will be paid for a holiday which falls on a Saturday on which the employee does not work, and provided, further, that no employee shall be scheduled during a week in which there is a Saturday holiday so that he will not have an opportunity to receive five days' pay in that week. (See Article XXIV for maximum excused absence.)

3. Unless otherwise provided herein, a regular part-time employee, not working on a holiday, will receive pay for the number of hours for which he would have been scheduled to work had the day not been a holiday, if he works the last unexcused scheduled shift preceding the holiday and works his first unexcused scheduled shift following the holiday.

4. An employee who is scheduled to work on a holiday but fails to report for work and is unexcused will not receive payment for the holiday.

5. If a holiday falls on a normal work day which is a vacation day, the employee will be given an additional day of vacation at the beginning or end of his vacation or a day's pay in lieu thereof at his option. Holidays which fall within a period of absence for sickness will

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be treated in the same manner as any other day in that period and will not be given any extra recognition. Holidays which fall either on an employee's last scheduled work day before or his first scheduled work day following a period of absence for sickness will be deemed to be a part of such absence. Holidays which fall on normal working days within a leave of absence will be counted as work days and will not be recognized for pay purposes.

6. When a Sleep Day and a holiday coincide, only holiday pay will apply.

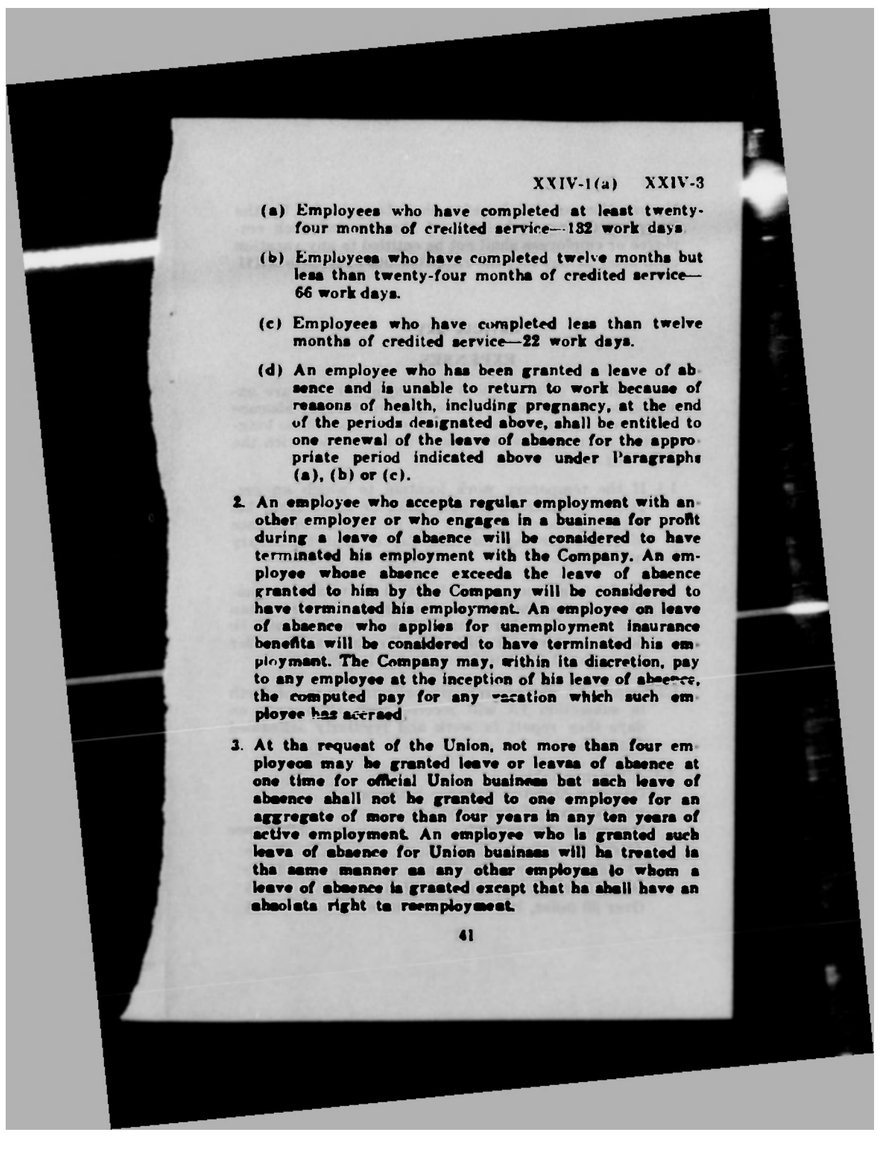
7. Employees who work on holidays will receive, in addition to the holiday pay provided for in this Article XXIII, the pay provided for applicable work in Articles XVIII, XIX, and XX above.

ARTICLE XXIV

LEAVES OF ABSENCE

1. Regular employees may be permitted to take leaves of absence from active employment for personal reasons, but a leave of absence is a provision which may be granted to employees and not a right to which they are entitled. The granting of a leave of absence will not be deemed to imply any guarantee of reinstatement to active employment, provided, however, that after the employee on leave of absence has notified the Company in writing of his readiness to return to work immediately in his previous work location and classification, no additional help will be placed in that classification until that employee has been offered re-employment. Any excused absence of more than twenty consecutive work days for which wages, benefits or Workmen's Compensation are not paid will be deemed to be a leave of absence, and employees will be required to request and receive approval of it as such in advance. When granted, leaves of absence will be limited to the following maximum periods:

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(a) Employees who have completed at least twenty-four months of credited service—132 work days.

(b) Employees who have completed twelve months but less than twenty-four months of credited service—66 work days.

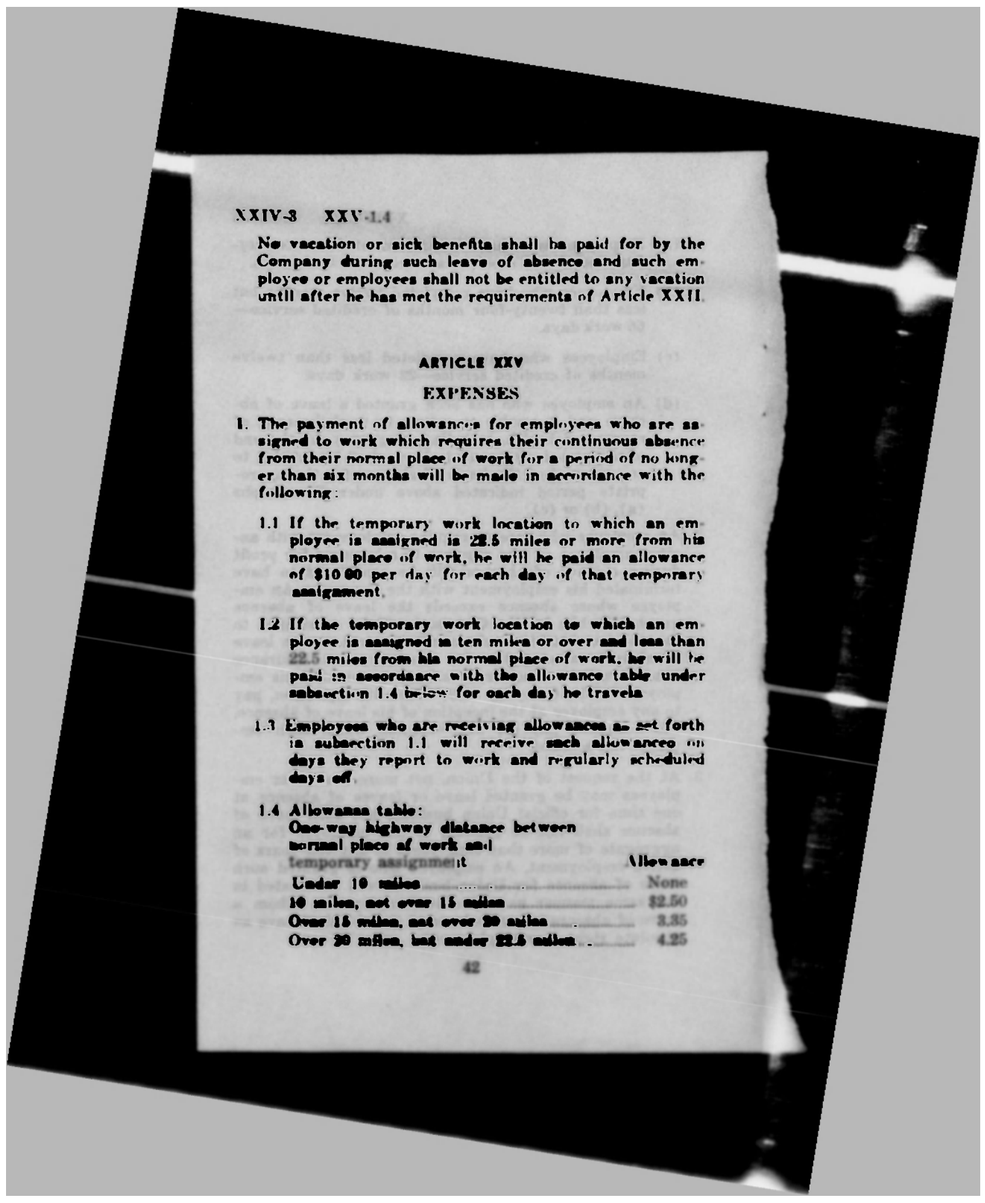
(c) Employees who have completed less than twelve months of credited service—22 work days.

(d) An employee who has been granted a leave of absence and is unable to return to work because of reasons of health, including pregnancy, at the end of the periods designated above, shall be entitled to one renewal of the leave of absence for the appropriate period indicated above under Paragraphs (a), (b) or (c).

2. An employee who accepts regular employment with another employer or who engages in a business for profit during a leave of absence will be considered to have terminated his employment with the Company. An employee whose absence exceeds the leave of absence granted to him by the Company will be considered to have terminated his employment. An employee on leave of absence who applies for unemployment insurance benefits will be considered to have terminated his employment. The Company may, within its discretion, pay to any employee at the inception of his leave of absence, the computed pay for any vacation which such employee has accrued.

3. At the request of the Union, not more than four employees may be granted leave or leaves of absence at one time for official Union business but such leave of absence shall not be granted to one employee for an aggregate of more than four years in any ten years of active employment. An employee who is granted such leave of absence for Union business will be treated in the same manner as any other employee to whom a leave of absence is granted except that he shall have an absolute right to reemployment.

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No vacation or sick benefits shall be paid for by the Company during such leave of absence and such employee or employees shall not be entitled to any vacation until after he has met the requirements of Article XXII.

ARTICLE XXV

EXPENSES

1. The payment of allowances for employees who are assigned to work which requires their continuous absence from their normal place of work for a period of no longer than six months will be made in accordance with the following:

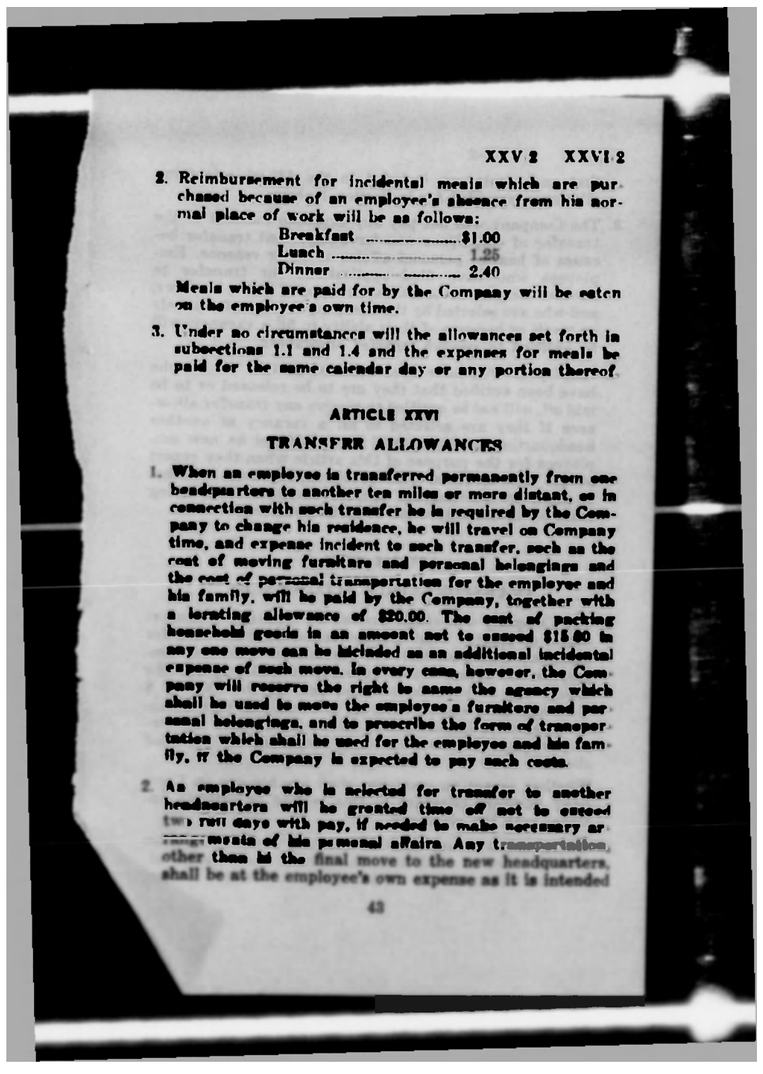
1.1 If the temporary work location to which an employee is assigned is 22.5 miles or more from his normal place of work, he will be paid an allowance of $10.60 per day for each day of that temporary assignment.

1.2 If the temporary work location to which an employee is assigned is ten miles or over and less than 22.5 miles from his normal place of work, he will be paid in accordance with the allowance table under subsection 1.4 below for each day he travels.

1.3 Employees who are receiving allowances as set forth in subsection 1.1 will receive such allowances on days they report to work and regularly scheduled days off.

1.4 Allowance table:

One-way highway distance between normal place of work and temporary assignment	Allowance
Under 10 miles	None
10 miles, not over 15 miles	$2.50
Over 15 miles, not over 20 miles	3.35
Over 20 miles, but under 22.5 miles	4.25



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2. Reimbursement for incidental meals which are purchased because of an employee's absence from his normal place of work will be as follows:

Breakfast	$1.00
Lunch	1.25
Dinner	2.40

Meals which are paid for by the Company will be eaten on the employee's own time.

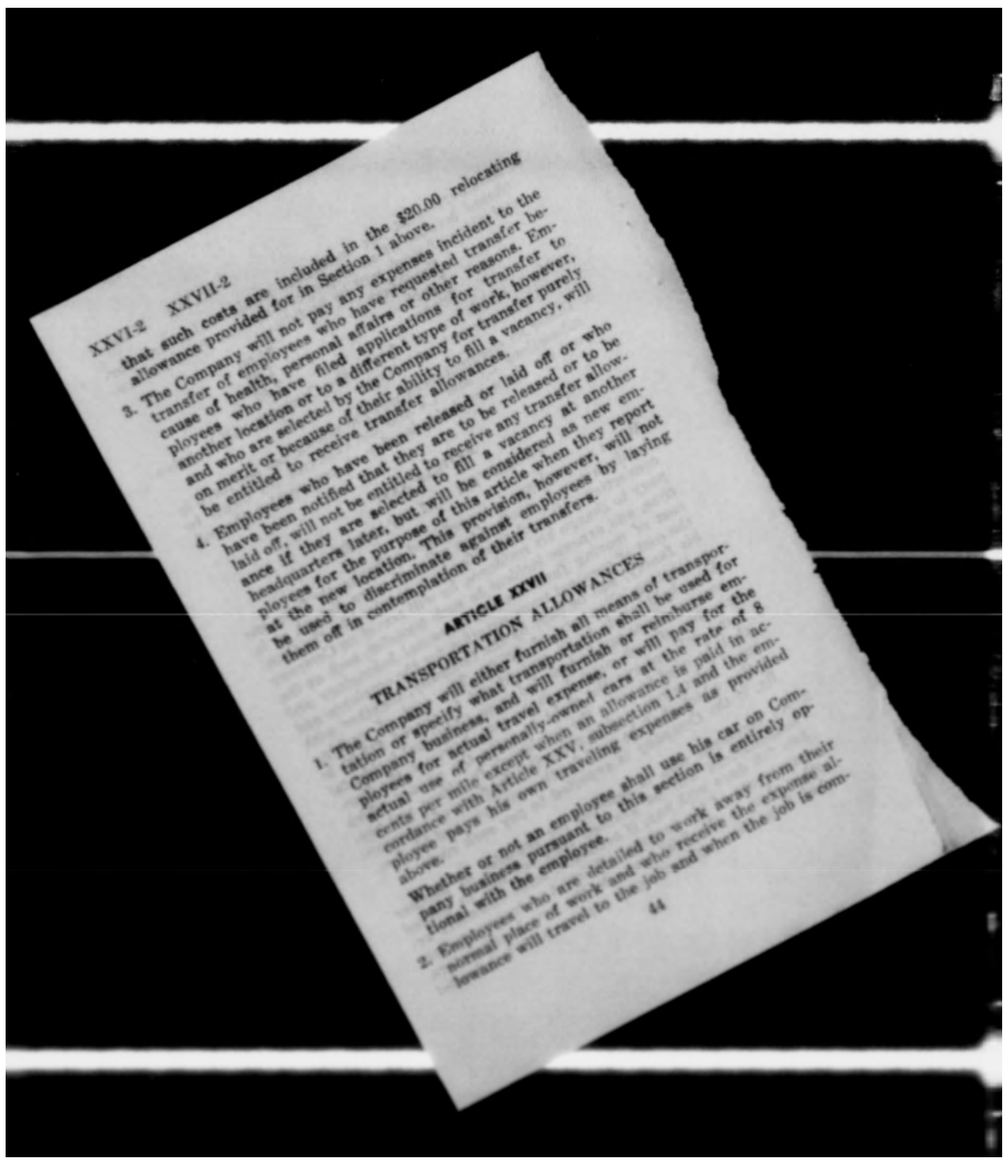
3. Under no circumstances will the allowances set forth in subsections 1.1 and 1.4 and the expenses for meals be paid for the same calendar day or any portion thereof.

ARTICLE XXVI

TRANSFER ALLOWANCES

1. When an employee is transferred permanently from one headquarters to another ten miles or more distant, as in connection with such transfer he is required by the Company to change his residence, he will travel on Company time, and expense incident to such transfer, such as the cost of moving furniture and personal belongings and the cost of personal transportation for the employee and his family, will be paid by the Company, together with a lorating allowance of $20.00. The cost of packing household goods in an amount not to exceed $15.00 in any one move can be included as an additional incidental expense of such move. In every case, however, the Company will reserve the right to name the agency which shall be used to move the employee's furniture and personal belongings, and to prescribe the form of transportation which shall be used for the employee and his family, if the Company is expected to pay such costs.

2. An employee who is selected for transfer to another headquarters will be granted time off not to exceed two (2) days with pay, if needed to make necessary arrangements of his personal affairs. Any transportation, other than is the final move to the new headquarters, shall be at the employee's own expense as it is intended



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that such costs are included in the $20.00 relocating allowance provided for in Section 1 above.

3. The Company will not pay any expenses incident to the transfer of employees who have requested transfer because of health, personal affairs or other reasons. Employees who have filed applications for transfer to another location or to a different type of work, however, and who are selected by the Company for transfer purely on merit or because of their ability to fill a vacancy, will be entitled to receive transfer allowances.

4. Employees who have been released or laid off or who have been notified that they are to be released or to be laid off, will not be entitled to receive any transfer allowance if they are selected to fill a vacancy at another headquarters later, but will be considered as new employees for the purpose of this article when they report at the new location. This provision, however, will not be used to discriminate against employees by laying them off in contemplation of their transfers.

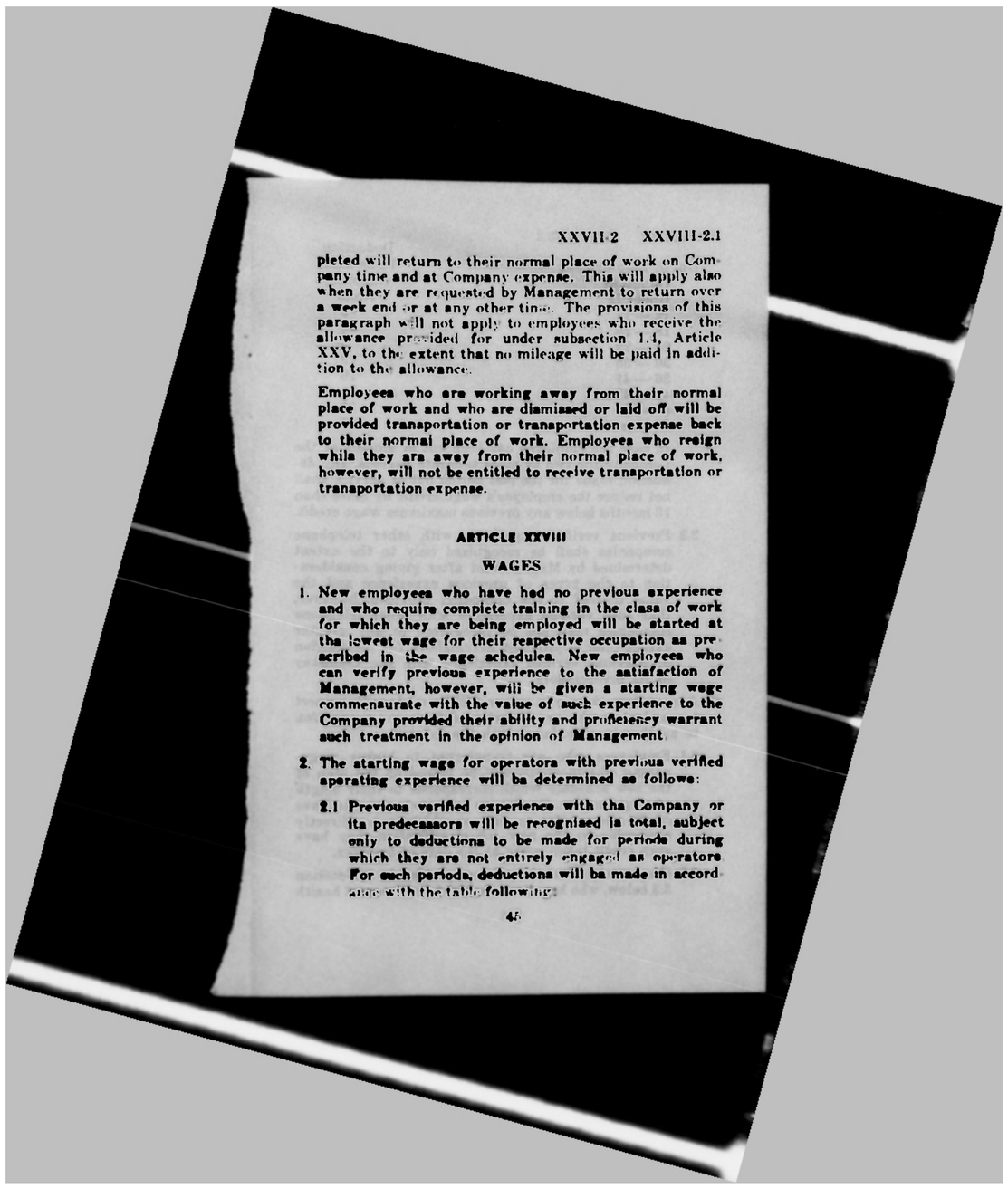
ARTICLE XVII

TRANSPORTATION ALLOWANCES

1. The Company will either furnish all means of transportation or specify what transportation shall be used for Company business, and will furnish or reimburse employees for actual travel expense, or will pay for the actual use of personally-owned cars at the rate of 8 cents per mile except when an allowance is paid in accordance with Article XXV, subsection 1.4 and the employee pays his own traveling expenses as provided above.

Whether or not an employee shall use his car on Company business pursuant to this section is entirely optional with the employee.

2. Employees who are detailed to work away from their normal place of work and who receive the expense allowance will travel to the job and when the job is com-



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pleted will return to their normal place of work on Company time and at Company expense. This will apply also when they are requested by Management to return over a week end or at any other time. The provisions of this paragraph will not apply to employees who receive the allowance provided for under subsection 1.4, Article XXV, to the extent that no mileage will be paid in addition to the allowance.

Employees who are working away from their normal place of work and who are dismissed or laid off will be provided transportation or transportation expense back to their normal place of work. Employees who resign while they are away from their normal place of work, however, will not be entitled to receive transportation or transportation expense.

ARTICLE XXVIII

WAGES

1. New employees who have had no previous experience and who require complete training in the class of work for which they are being employed will be started at the lowest wage for their respective occupation as prescribed in the wage schedules. New employees who can verify previous experience to the satisfaction of Management, however, will be given a starting wage commensurate with the value of such experience to the Company provided their ability and proficiency warrant such treatment in the opinion of Management.

2. The starting wage for operators with previous verified operating experience will be determined as follows:

2.1 Previous verified experience with the Company or its predecessors will be recognized in total, subject only to deductions to be made for periods during which they are not entirely engaged as operators. For such periods, deductions will be made in accordance with the table following:

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Out of Employment (Months)	Deduction To be made (Months)
Under 12	None
12 — 17	3
18 — 23	6
24 — 29	8
30 — 35	9
36 — 41	10
42 — 47	11
48 — 53	12
54 or more	13

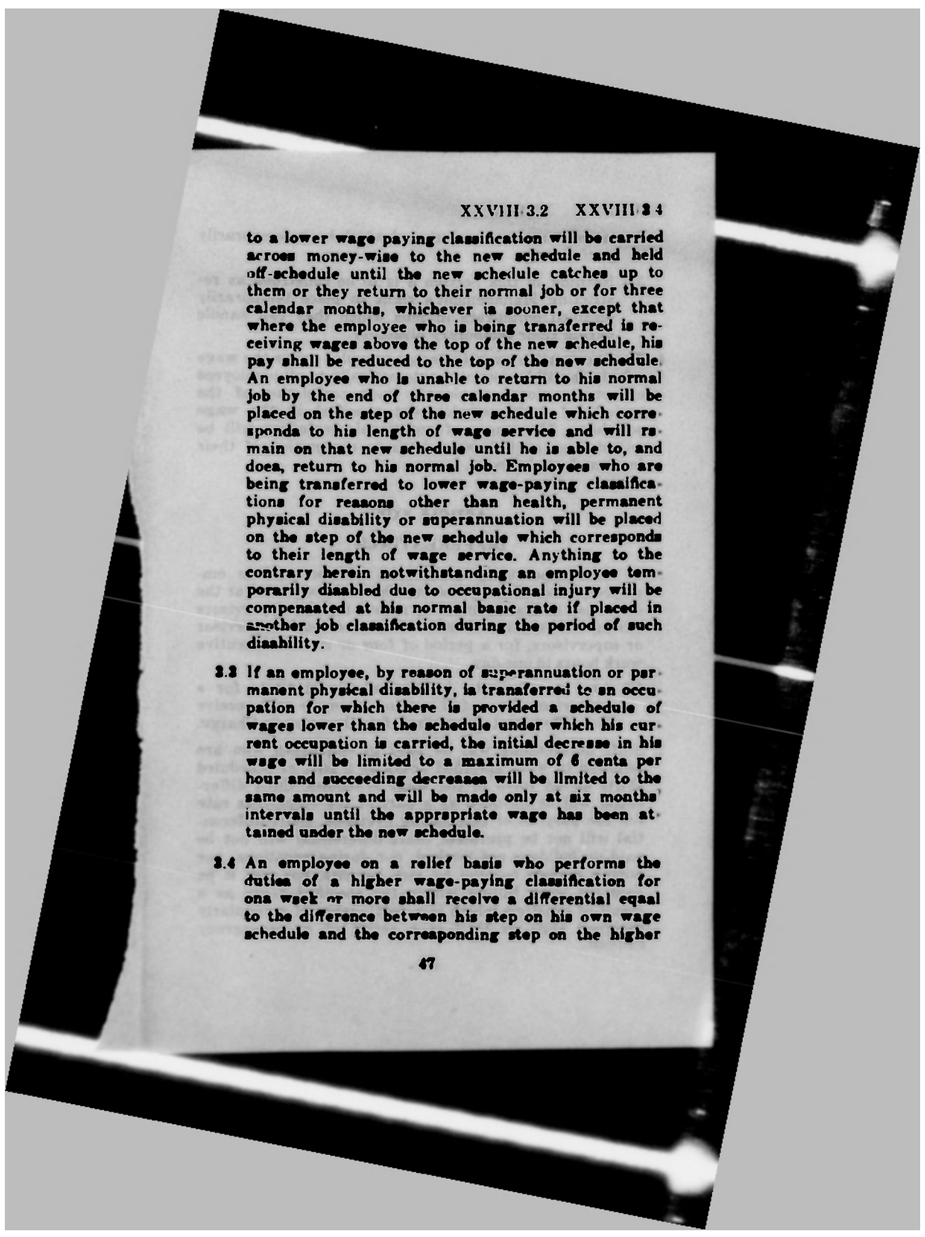
In case the employee has been out of employ of the Company for two or more separate periods, any deduction made for the last period out of service shall not reduce the employee's wage credit by more than 13 months below any previous maximum wage credit.

2.2 Previous verified experience with other telephone companies shall be recognized only to the extent determined by Management after giving consideration to the types of previous experience and the value thereof to the Company; provided, however, that such verified experience with other telephone companies may not be recognized to any greater extent than is provided hereinabove for recognition of previous verified experience with the Company or its predecessors.

3. Appropriate change in wages will be made with respect to employees who are transferred from one occupation to another in accordance with the following:

3.1 Employees who are transferred to higher wage-paying classifications will be placed on the step of the new schedule which corresponds to their length of wage service. Employees so transferred who have credit allowed for experience which is not directly applicable to the new job classification may have such credit taken away at the date of transfer.

3.2 Employees, other than those specified in sub-section 3.3 below, who have transferred for reasons of health



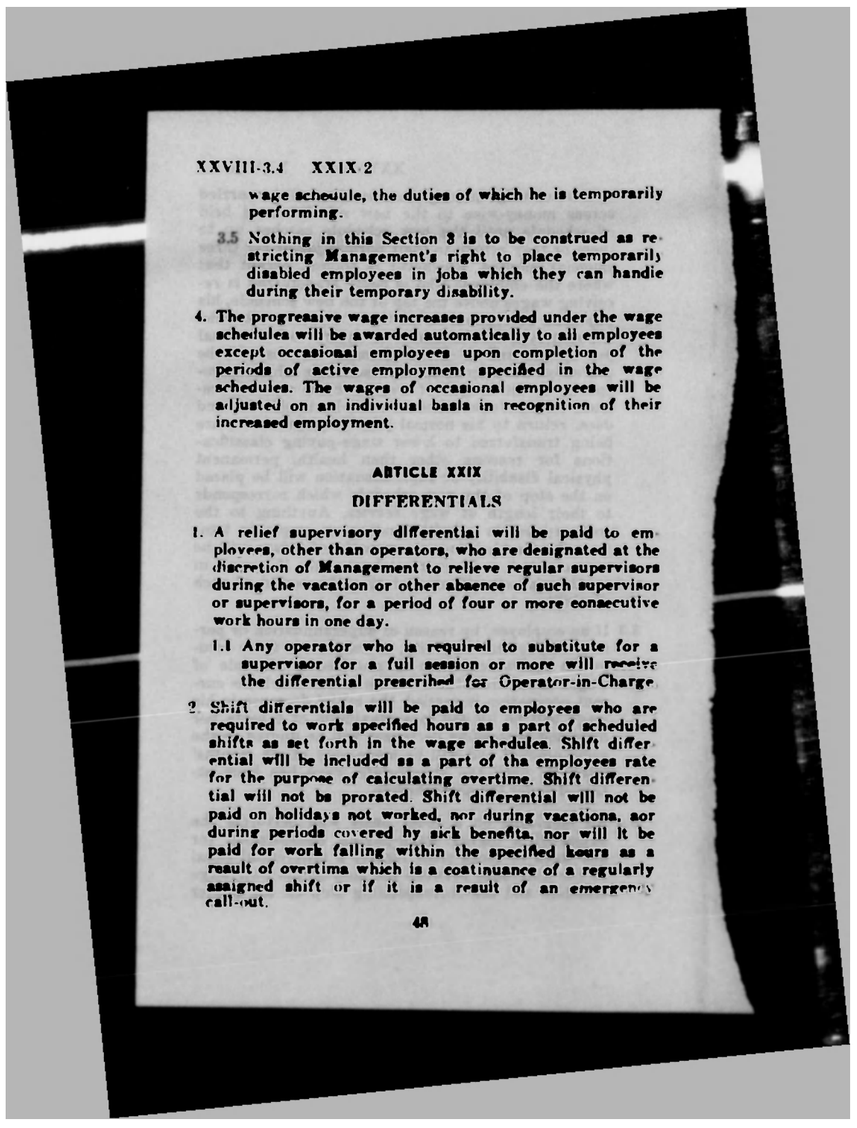
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to a lower wage paying classification will be carried across money-wise to the new schedule and held off-schedule until the new schedule catches up to them or they return to their normal job or for three calendar months, whichever is sooner, except that where the employee who is being transferred is receiving wages above the top of the new schedule, his pay shall be reduced to the top of the new schedule. An employee who is unable to return to his normal job by the end of three calendar months will be placed on the step of the new schedule which corresponds to his length of wage service and will remain on that new schedule until he is able to, and does, return to his normal job. Employees who are being transferred to lower wage-paying classifications for reasons other than health, permanent physical disability or superannuation will be placed on the step of the new schedule which corresponds to their length of wage service. Anything to the contrary herein notwithstanding an employee temporarily disabled due to occupational injury will be compensated at his normal basic rate if placed in another job classification during the period of such disability.

3.3 If an employee, by reason of superannuation or permanent physical disability, is transferred to an occupation for which there is provided a schedule of wages lower than the schedule under which his current occupation is carried, the initial decrease in his wage will be limited to a maximum of 6 cents per hour and succeeding decreases will be limited to the same amount and will be made only at six months' intervals until the appropriate wage has been attained under the new schedule.

3.4 An employee on a relief basis who performs the duties of a higher wage-paying classification for one week or more shall receive a differential equal to the difference between his step on his own wage schedule and the corresponding step on the higher

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wage schedule, the duties of which he is temporarily performing.

3.5 Nothing in this Section 3 is to be construed as restricting Management's right to place temporarily disabled employees in jobs which they can handle during their temporary disability.

4. The progressive wage increases provided under the wage schedules will be awarded automatically to all employees except occasional employees upon completion of the periods of active employment specified in the wage schedules. The wages of occasional employees will be adjusted on an individual basis in recognition of their increased employment.

ARTICLE XXIX

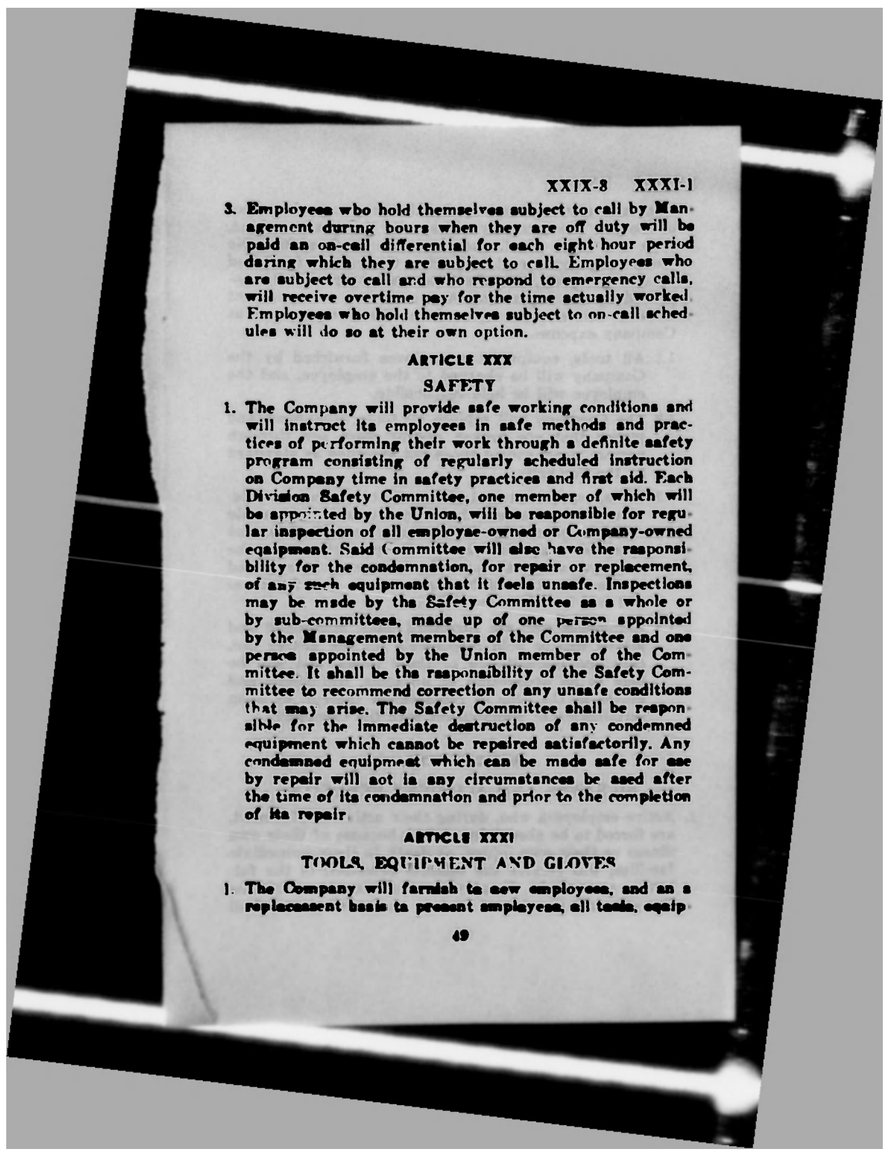
DIFFERENTIALS

1. A relief supervisory differential will be paid to employees, other than operators, who are designated at the discretion of Management to relieve regular supervisors during the vacation or other absence of such supervisor or supervisors, for a period of four or more consecutive work hours in one day.

1.1 Any operator who is required to substitute for a supervisor for a full session or more will receive the differential prescribed for Operator-in-Charge.

2. Shift differentials will be paid to employees who are required to work specified hours as a part of scheduled shifts as set forth in the wage schedules. Shift differential will be included as a part of the employees rate for the purpose of calculating overtime. Shift differential will not be prorated. Shift differential will not be paid on holidays not worked, nor during vacations, nor during periods covered by sick benefits, nor will it be paid for work falling within the specified hours as a result of overtime which is a continuance of a regularly assigned shift or if it is a result of an emergency call-out.

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3. Employees who hold themselves subject to call by Management during hours when they are off duty will be paid an on-call differential for each eight hour period during which they are subject to call. Employees who are subject to call and who respond to emergency calls, will receive overtime pay for the time actually worked. Employees who hold themselves subject to on-call schedules will do so at their own option.

ARTICLE XXX

SAFETY

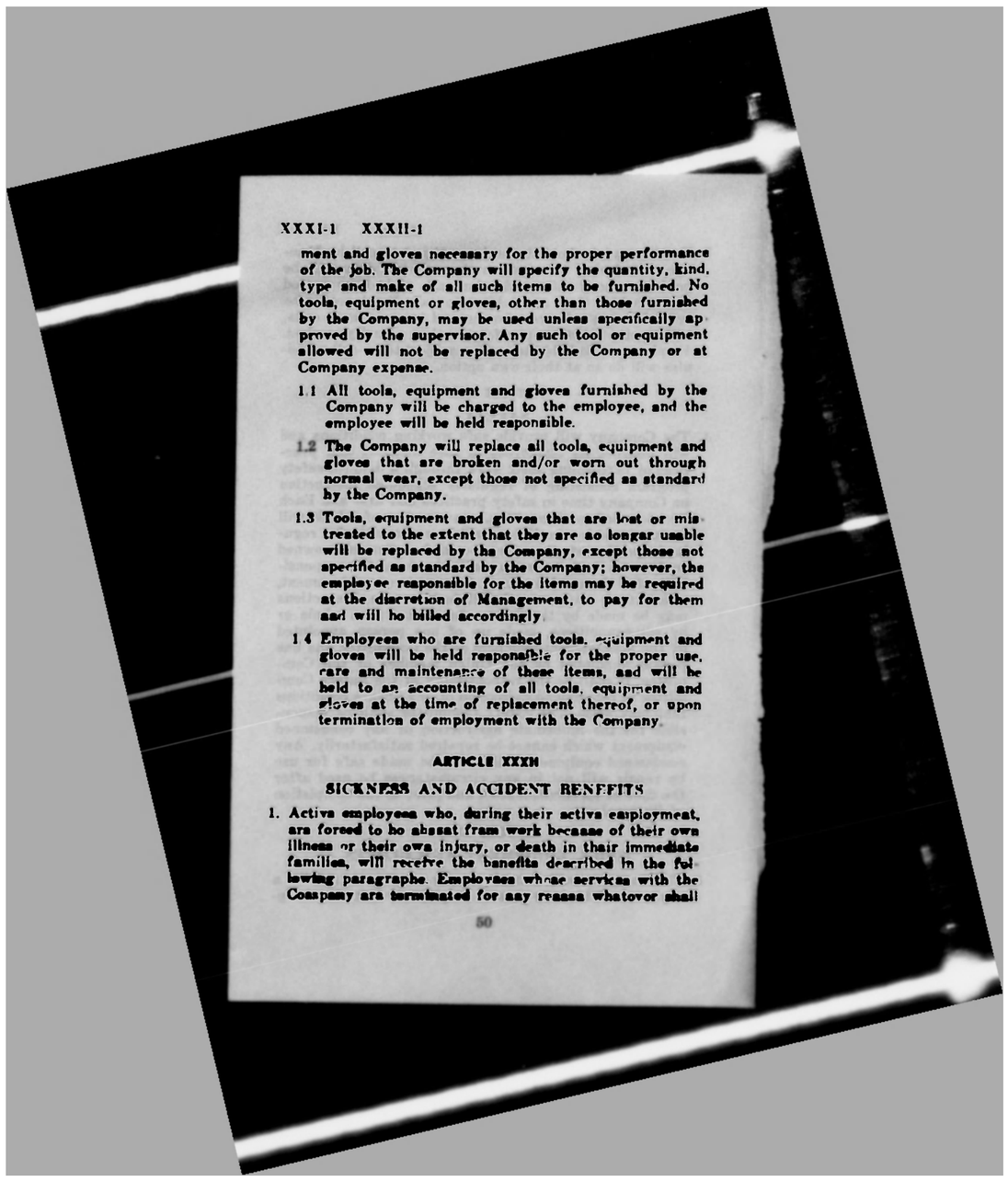
1. The Company will provide safe working conditions and will instruct its employees in safe methods and practices of performing their work through a definite safety program consisting of regularly scheduled instruction on Company time in safety practices and first aid. Each Division Safety Committee, one member of which will be appointed by the Union, will be responsible for regular inspection of all employee-owned or Company-owned equipment. Said Committee will also have the responsibility for the condemnation, for repair or replacement, of any such equipment that it feels unsafe. Inspections may be made by the Safety Committee as a whole or by sub-committees, made up of one person appointed by the Management members of the Committee and one person appointed by the Union member of the Committee. It shall be the responsibility of the Safety Committee to recommend correction of any unsafe conditions that may arise. The Safety Committee shall be responsible for the immediate destruction of any condemned equipment which cannot be repaired satisfactorily. Any condemned equipment which can be made safe for use by repair will not in any circumstances be used after the time of its condemnation and prior to the completion of its repair.

ARTICLE XXXI

TOOLS, EQUIPMENT AND GLOVES

1. The Company will furnish to new employees, and on a replacement basis to present employees, all tools, equip-

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XXXI-1 XXXII-1

ment and gloves necessary for the proper performance of the job. The Company will specify the quantity, kind, type and make of all such items to be furnished. No tools, equipment or gloves, other than those furnished by the Company, may be used unless specifically approved by the supervisor. Any such tool or equipment allowed will not be replaced by the Company or at Company expense.

1.1 All tools, equipment and gloves furnished by the Company will be charged to the employee, and the employee will be held responsible.

1.2 The Company will replace all tools, equipment and gloves that are broken and/or worn out through normal wear, except those not specified as standard by the Company.

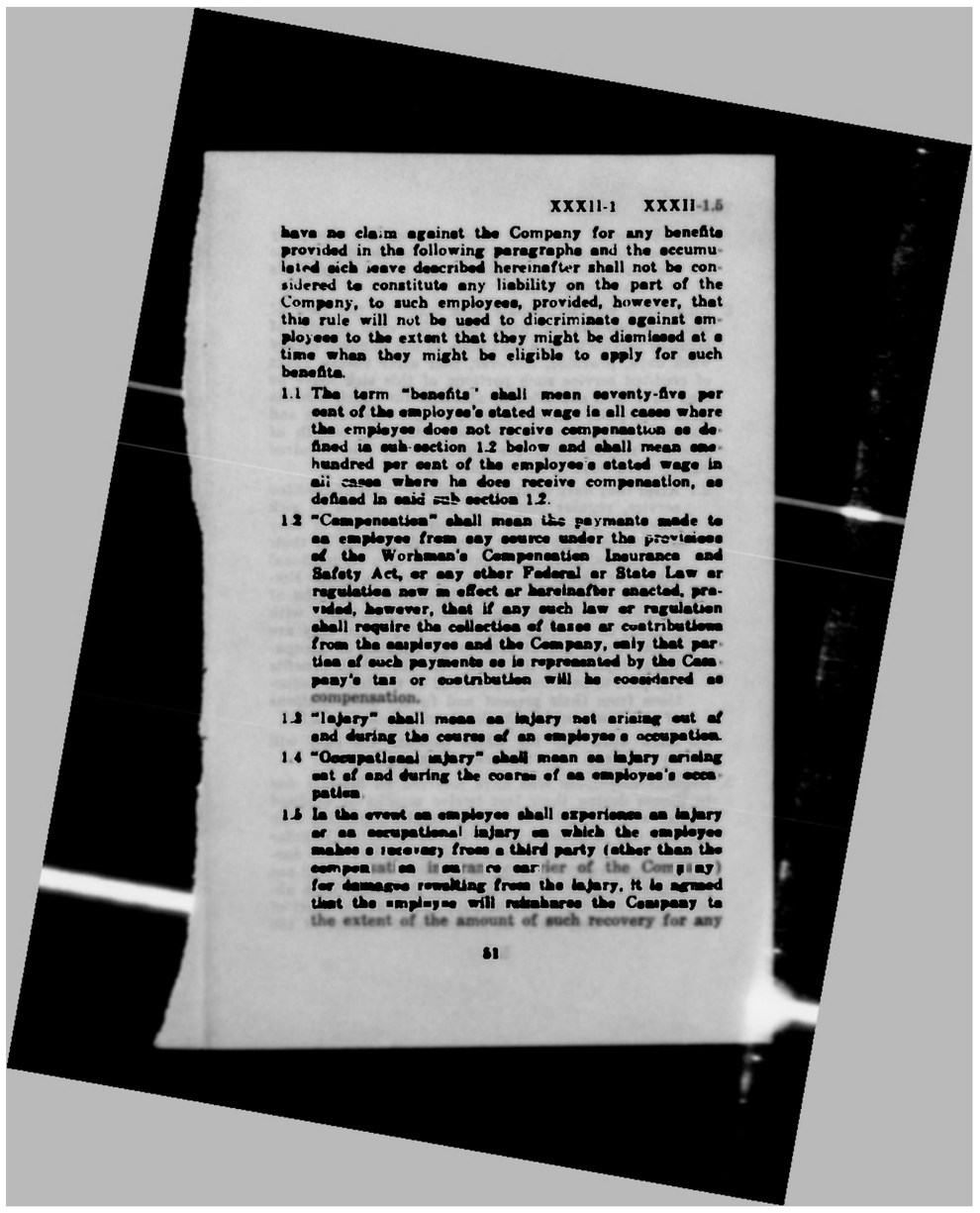
1.3 Tools, equipment and gloves that are lost or mistreated to the extent that they are no longer usable will be replaced by the Company, except those not specified as standard by the Company; however, the employee responsible for the items may be required at the discretion of Management, to pay for them and will be billed accordingly.

1.4 Employees who are furnished tools, equipment and gloves will be held responsible for the proper use, care and maintenance of these items, and will be held to an accounting of all tools, equipment and gloves at the time of replacement thereof, or upon termination of employment with the Company.

ARTICLE XXXII

SICKNESS AND ACCIDENT BENEFITS

1. Active employees who, during their active employment, are forced to be absent from work because of their own illness or their own injury, or death in their immediate families, will receive the benefits described in the following paragraphs. Employees whose services with the Company are terminated for any reason whatever shall



XXXII-1 XXXII-1.5

have no claim against the Company for any benefits provided in the following paragraphs and the accumulated sick leave described hereinafter shall not be considered to constitute any liability on the part of the Company, to such employees, provided, however, that this rule will not be used to discriminate against employees to the extent that they might be dismissed at a time when they might be eligible to apply for such benefits.

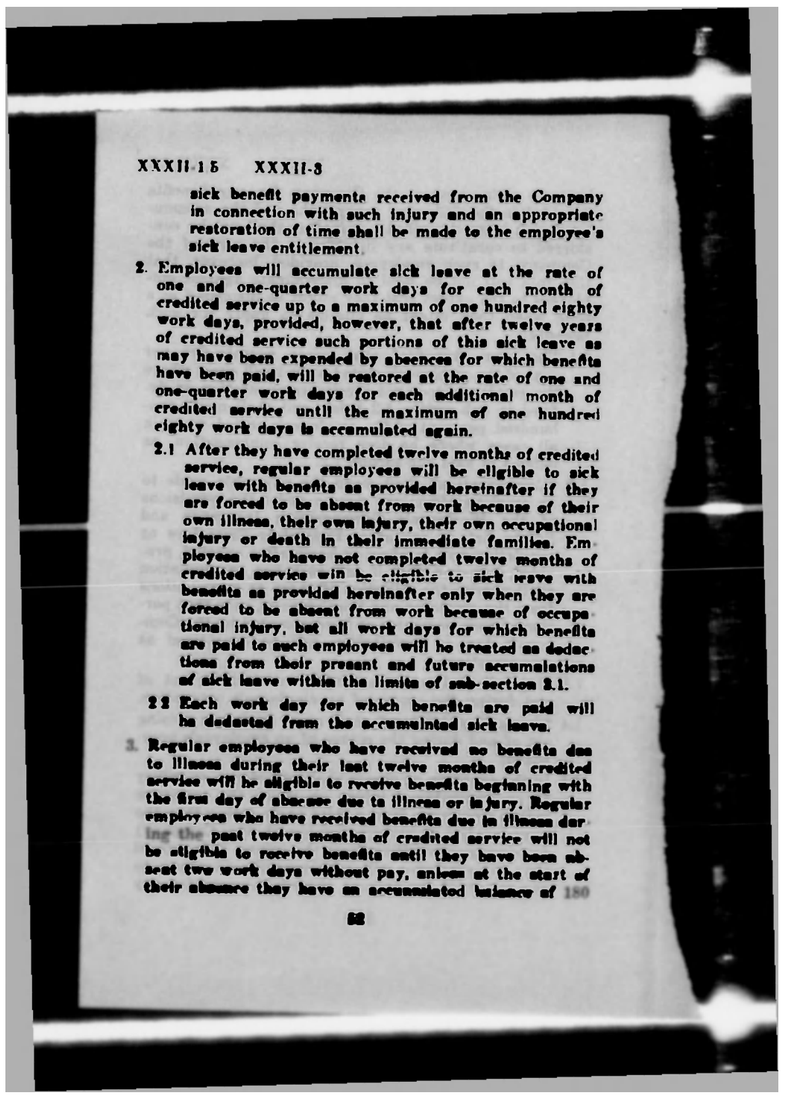
1.1 The term "benefits" shall mean seventy-five per cent of the employee's stated wage in all cases where the employee does not receive compensation as defined in sub-section 1.2 below and shall mean one-hundred per cent of the employee's stated wage in all cases where he does receive compensation, as defined in said sub section 1.2.

1.2 "Compensation" shall mean the payments made to an employee from any source under the provisions of the Workmen's Compensation Insurance and Safety Act, or any other Federal or State Law or regulation now in effect or hereinafter enacted, provided, however, that if any such law or regulation shall require the collection of taxes or contributions from the employee and the Company, only that parties of such payments as is represented by the Company's tax or contribution will be considered as compensation.

1.3 "Injury" shall mean an injury not arising out of and during the course of an employee's occupation.

1.4 "Occupational injury" shall mean an injury arising out of and during the course of an employee's occupation.

1.5 In the event an employee shall experience an injury or an occupational injury on which the employee makes a recovery from a third party (other than the compensation insurance carrier of the Company) for damages resulting from the injury, it is agreed that the employee will reimburse the Company to the extent of the amount of such recovery for any



XXXII-15 XXXII-8

sick benefit payments received from the Company in connection with such injury and an appropriate restoration of time shall be made to the employee's sick leave entitlement.

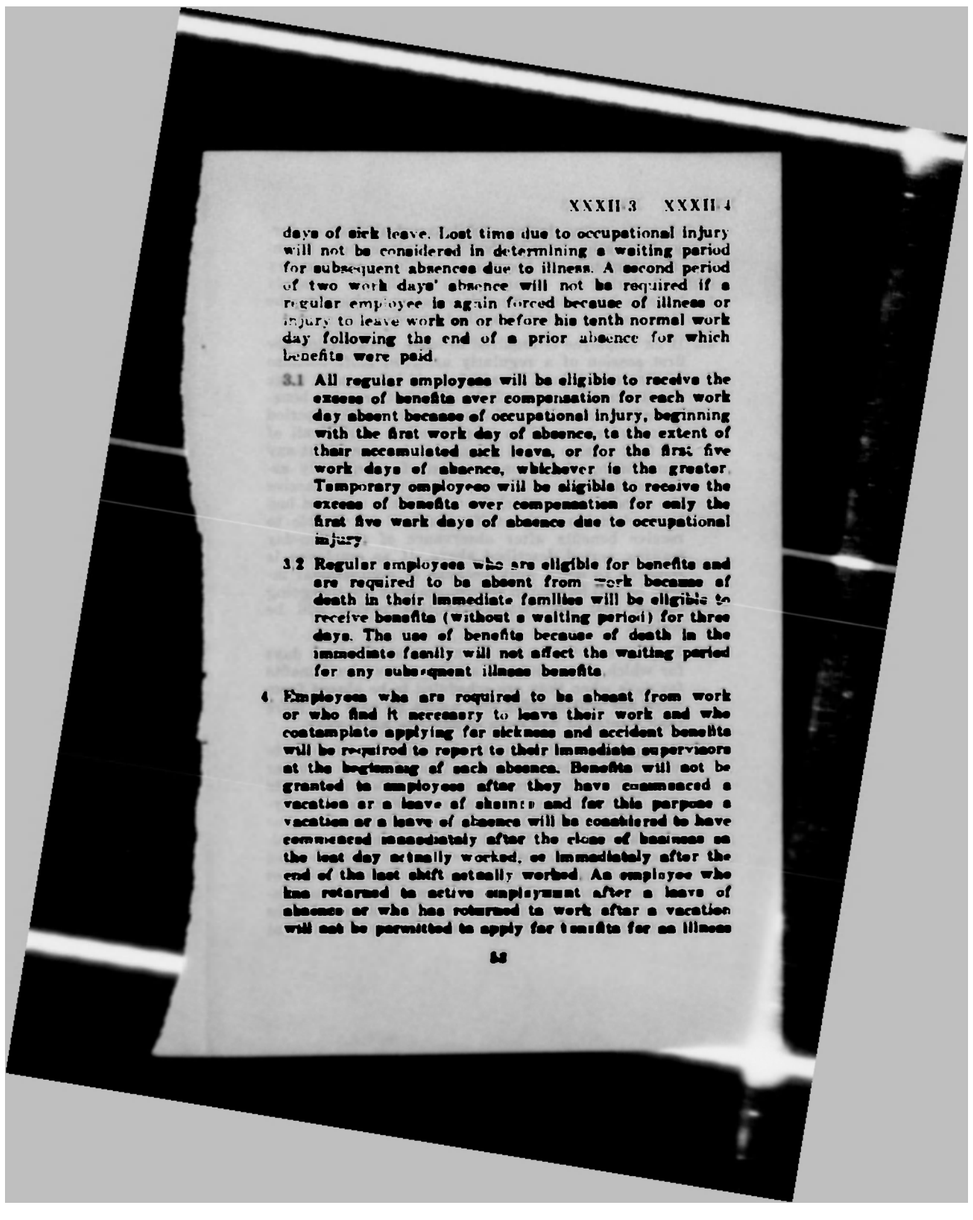
2. Employees will accumulate sick leave at the rate of one and one-quarter work days for each month of credited service up to a maximum of one hundred eighty work days, provided, however, that after twelve years of credited service such portions of this sick leave as may have been expended by absences for which benefits have been paid, will be restored at the rate of one and one-quarter work days for each additional month of credited service until the maximum of one hundred eighty work days is accumulated again.

2.1 After they have completed twelve months of credited service, regular employees will be eligible to sick leave with benefits as provided hereinafter if they are forced to be absent from work because of their own illness, their own injury, their own occupational injury or death in their immediate families. Employees who have not completed twelve months of credited service will be eligible to sick leave with benefits as provided hereinafter only when they are forced to be absent from work because of occupational injury, but all work days for which benefits are paid to such employees will be treated as deductions from their present and future accumulations of sick leave within the limits of sub-section 2.1.

2.2 Each work day for which benefits are paid will be deducted from the accumulated sick leave.

3. Regular employees who have received no benefits due to illness during their last twelve months of credited service will be eligible to receive benefits beginning with the first day of absence due to illness or injury. Regular employees who have received benefits due to illness during the past twelve months of credited service will not be eligible to receive benefits until they have been absent two work days without pay, unless at the start of their absence they have an accumulated balance of 180

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XXXII-3 XXXII-4

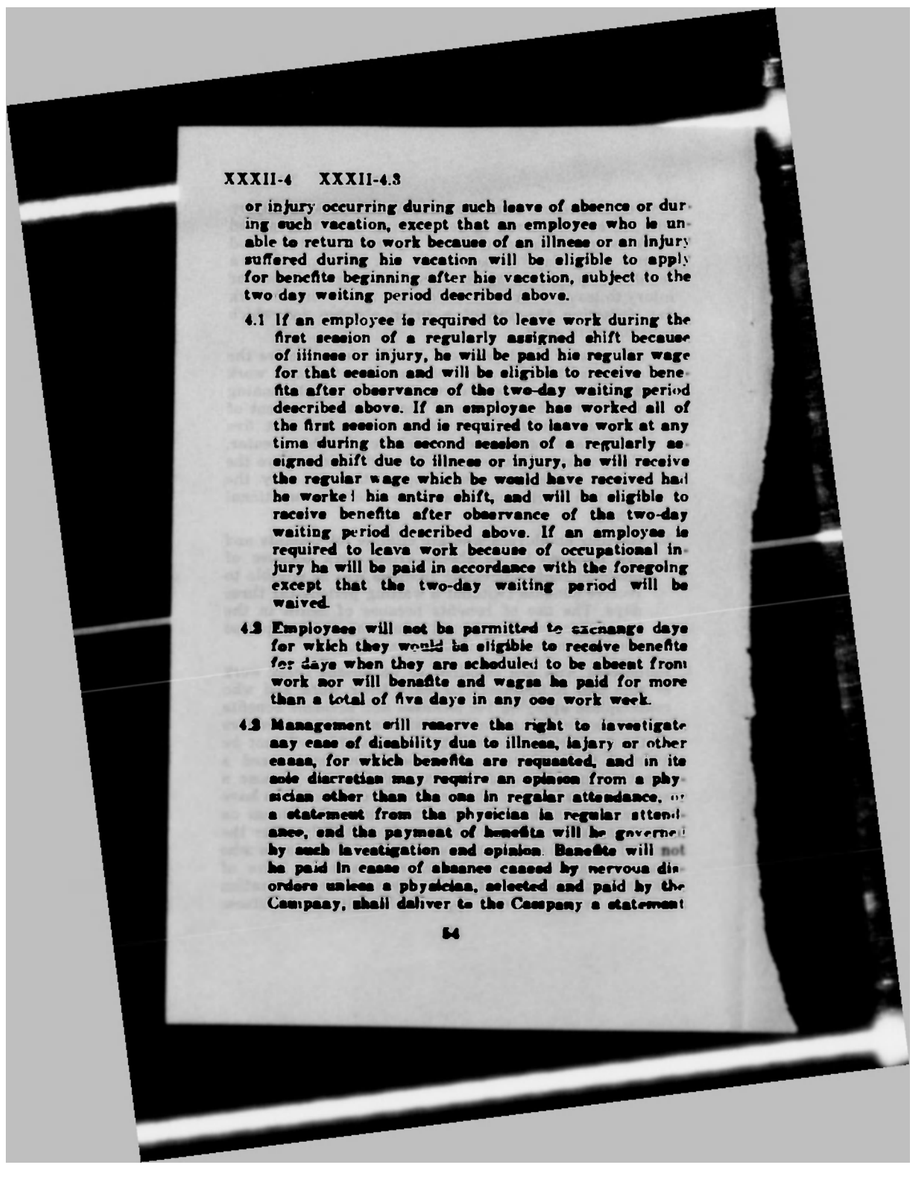
days of sick leave. Lost time due to occupational injury will not be considered in determining a waiting period for subsequent absences due to illness. A second period of two work days' absence will not be required if a regular employee is again forced because of illness or injury to leave work on or before his tenth normal work day following the end of a prior absence for which benefits were paid.

3.1 All regular employees will be eligible to receive the excess of benefits over compensation for each work day absent because of occupational injury, beginning with the first work day of absence, to the extent of their accumulated sick leave, or for the first five work days of absence, whichever is the greater. Temporary employees will be eligible to receive the excess of benefits over compensation for only the first five work days of absence due to occupational injury.

3.2 Regular employees who are eligible for benefits and are required to be absent from work because of death in their immediate families will be eligible to receive benefits (without a waiting period) for three days. The use of benefits because of death in the immediate family will not affect the waiting period for any subsequent illness benefits.

4. Employees who are required to be absent from work or who find it necessary to leave their work and who contemplate applying for sickness and accident benefits will be required to report to their immediate supervisors at the beginning of each absence. Benefits will not be granted to employees after they have commenced a vacation or a leave of absence and for this purpose a vacation or a leave of absence will be considered to have commenced immediately after the close of business on the last day actually worked, or immediately after the end of the last shift actually worked. An employee who has returned to active employment after a leave of absence or who has returned to work after a vacation will not be permitted to apply for benefits for an illness

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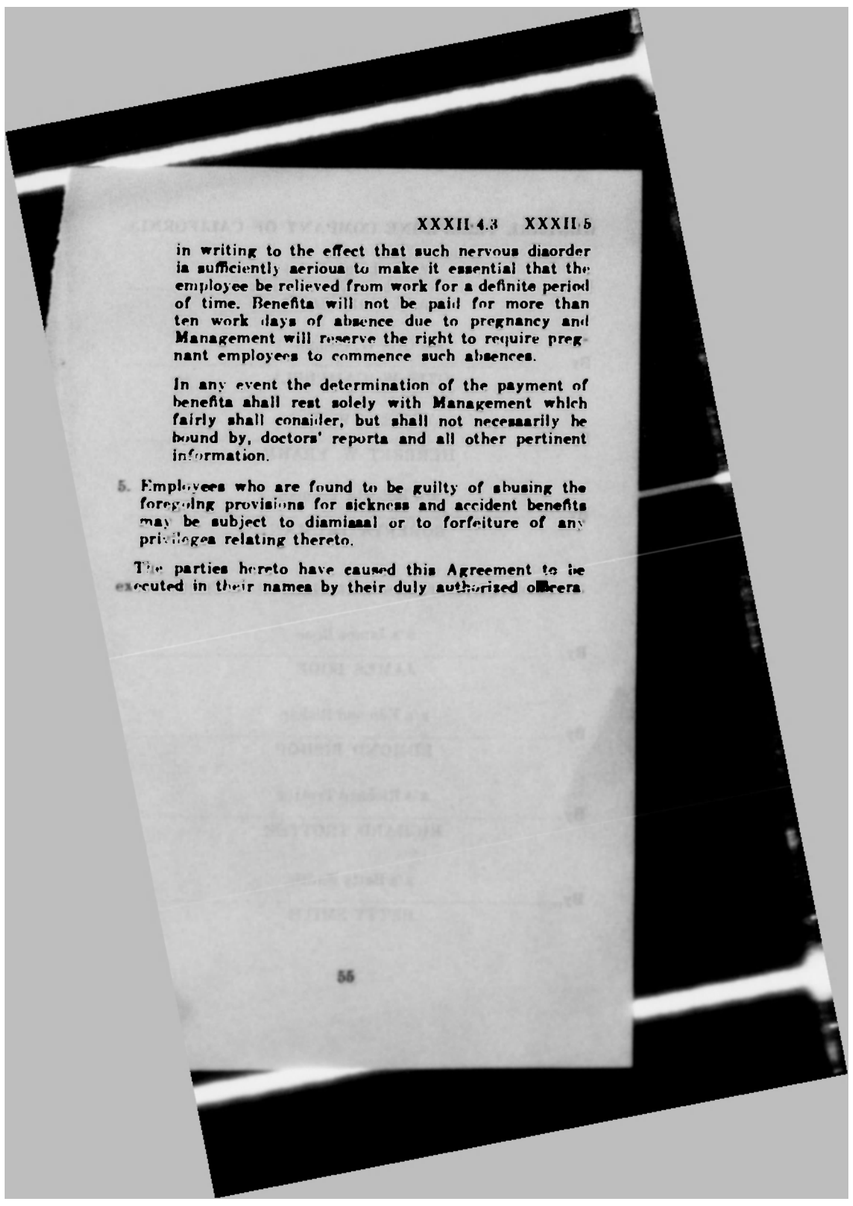
XXXII-4 XXXII-4.3

or injury occurring during such leave of absence or during such vacation, except that an employee who is unable to return to work because of an illness or an injury suffered during his vacation will be eligible to apply for benefits beginning after his vacation, subject to the two day waiting period described above.

4.1 If an employee is required to leave work during the first session of a regularly assigned shift because of illness or injury, he will be paid his regular wage for that session and will be eligible to receive benefits after observance of the two-day waiting period described above. If an employee has worked all of the first session and is required to leave work at any time during the second session of a regularly assigned shift due to illness or injury, he will receive the regular wage which he would have received had he worked his entire shift, and will be eligible to receive benefits after observance of the two-day waiting period described above. If an employee is required to leave work because of occupational injury he will be paid in accordance with the foregoing except that the two-day waiting period will be waived.

4.2 Employees will not be permitted to exchange days for which they would be eligible to receive benefits for days when they are scheduled to be absent from work nor will benefits and wages be paid for more than a total of five days in any one work week.

4.3 Management will reserve the right to investigate any case of disability due to illness, injury or other cause, for which benefits are requested, and in its sole discretion may require an opinion from a physician other than the one in regular attendance, or a statement from the physician in regular attendance, and the payment of benefits will be governed by such investigation and opinion. Benefits will not be paid in cases of absence caused by nervous disorders unless a physician, selected and paid by the Company, shall deliver to the Company a statement



XXXII-4.3 XXXII-5

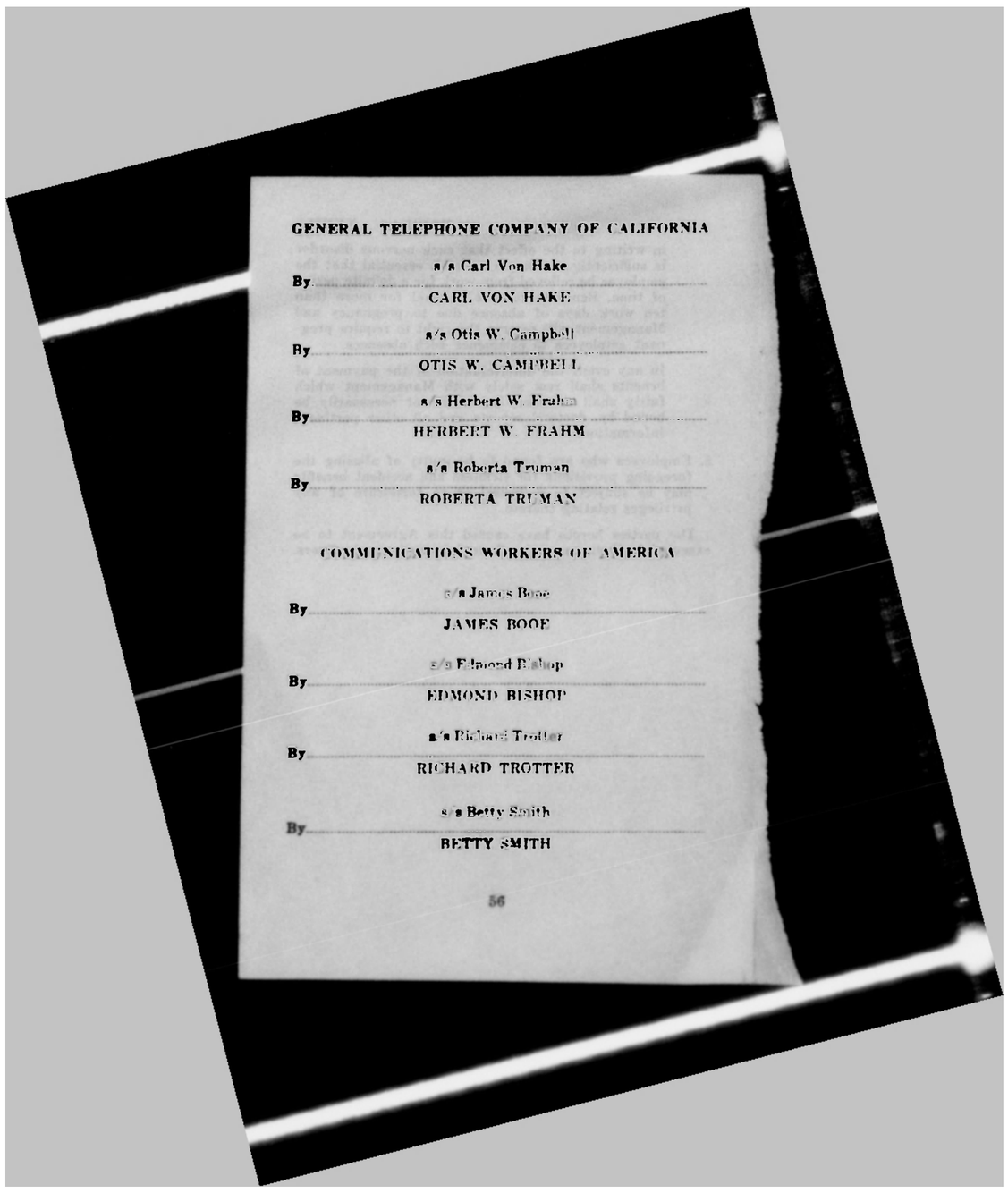
in writing to the effect that such nervous disorder is sufficiently serious to make it essential that the employee be relieved from work for a definite period of time. Benefits will not be paid for more than ten work days of absence due to pregnancy and Management will reserve the right to require pregnant employees to commence such absences.

In any event the determination of the payment of benefits shall rest solely with Management which fairly shall consider, but shall not necessarily be bound by, doctors' reports and all other pertinent information.

5. Employees who are found to be guilty of abusing the foregoing provisions for sickness and accident benefits may be subject to dismissal or to forfeiture of any privileges relating thereto.

The parties hereto have caused this Agreement to be executed in their names by their duly authorized officers.

55



GENERAL TELEPHONE COMPANY OF CALIFORNIA

By s/s Carl Von Hake
CARL VON HAKE

By s/s Otis W. Campbell
OTIS W. CAMPBELL

By s/s Herbert W. Frahm
HERBERT W. FRAHM

By s/s Roberta Truman
ROBERTA TRUMAN

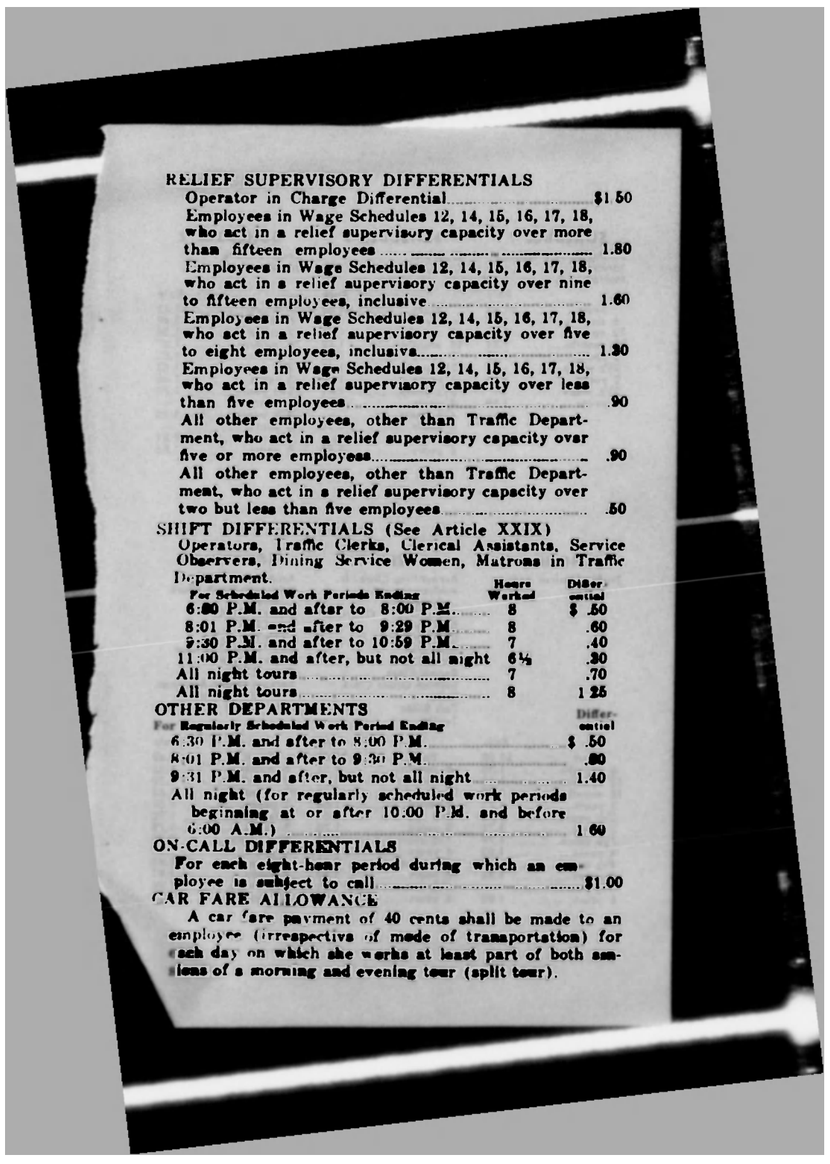
COMMUNICATIONS WORKERS OF AMERICA

By s/s James Booe
JAMES BOOE

By s/s Edmond Bishop
EDMOND BISHOP

By s/s Richard Trotter
RICHARD TROTTER

By s/s Betty Smith
BETTY SMITH



RELIEF SUPERVISORY DIFFERENTIALS

Operator in Charge Differential	$1.50
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over more than fifteen employees	1.80
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over nine to fifteen employees, inclusive	1.60
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over five to eight employees, inclusive	1.30
Employees in Wage Schedules 12, 14, 15, 16, 17, 18, who act in a relief supervisory capacity over less than five employees	.90
All other employees, other than Traffic Department, who act in a relief supervisory capacity over five or more employees	.90
All other employees, other than Traffic Department, who act in a relief supervisory capacity over two but less than five employees	.50

SHIFT DIFFERENTIALS (See Article XXIX)

Operators, Traffic Clerks, Clerical Assistants, Service Observers, Dining Service Women, Matrons in Traffic Department.

For Scheduled Work Periods Ending	Hours Worked	Differential
6:00 P.M. and after to 8:00 P.M.	8	$ .50
8:01 P.M. and after to 9:29 P.M.	8	.60
9:30 P.M. and after to 10:59 P.M.	7	.40
11:00 P.M. and after, but not all night	6½	.30
All night tours	7	.70
All night tours	8	1.25

OTHER DEPARTMENTS

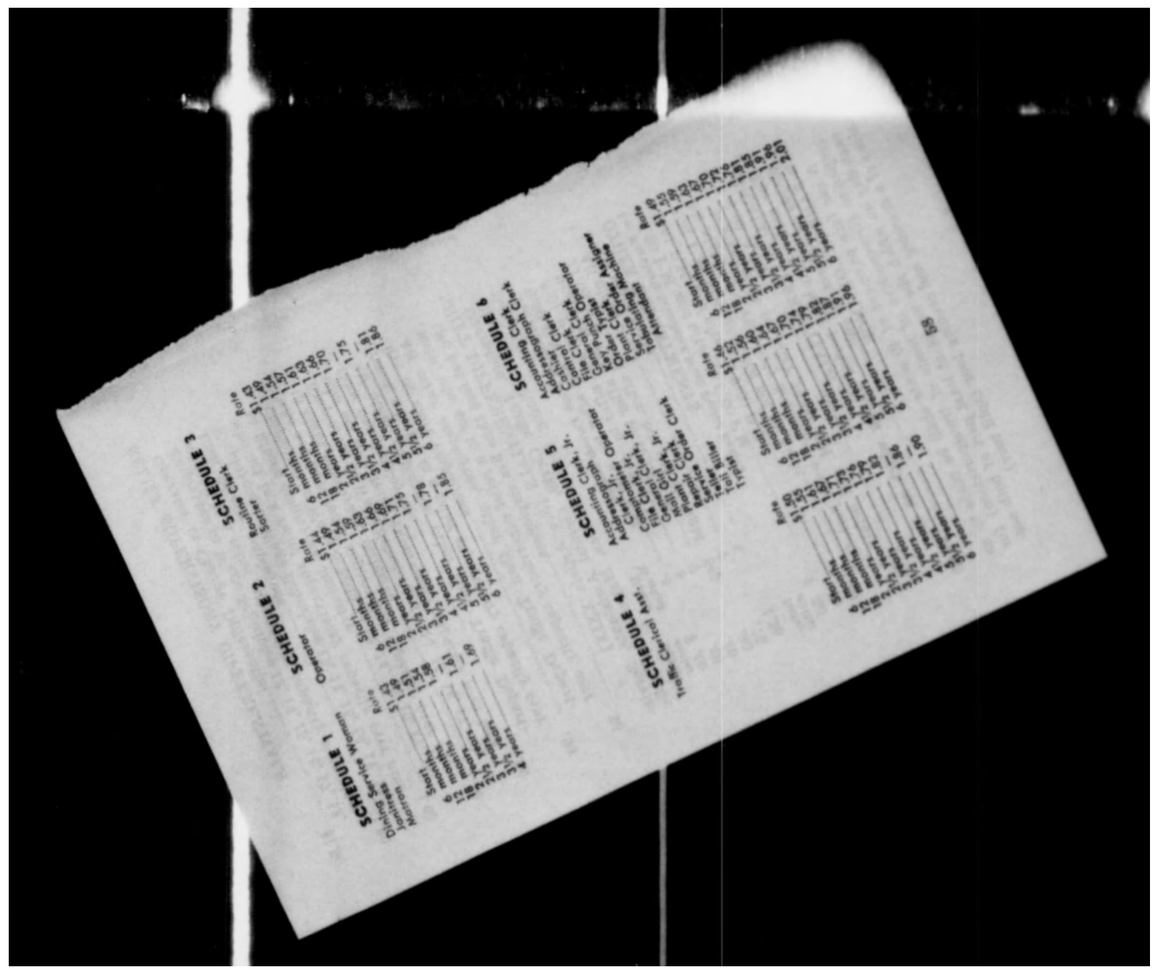
For Regularly Scheduled Work Period Ending	Differential
6:30 P.M. and after to 8:00 P.M.	$ .50
8:01 P.M. and after to 9:30 P.M.	.80
9:31 P.M. and after, but not all night	1.40
All night (for regularly scheduled work periods beginning at or after 10:00 P.M. and before 6:00 A.M.)	1.60

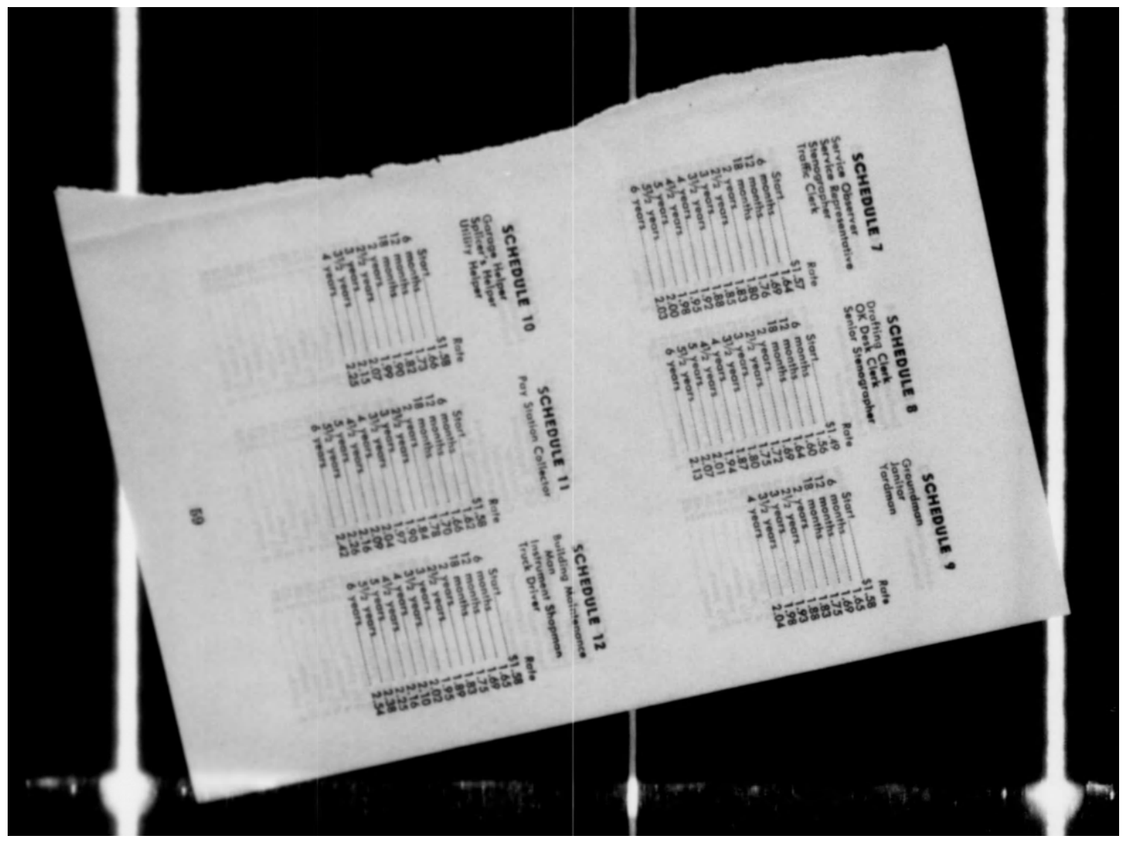
ON-CALL DIFFERENTIALS

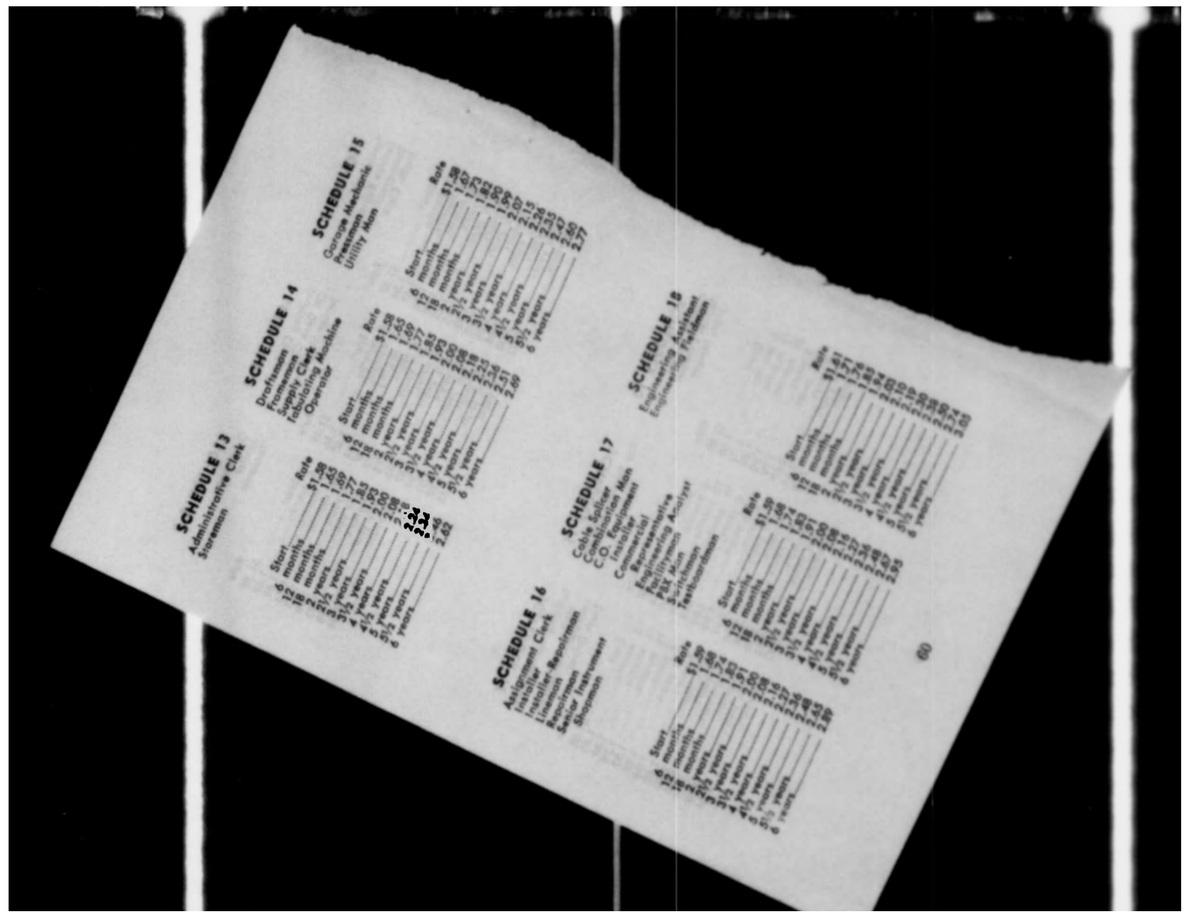
For each eight-hour period during which an employee is subject to call $1.00

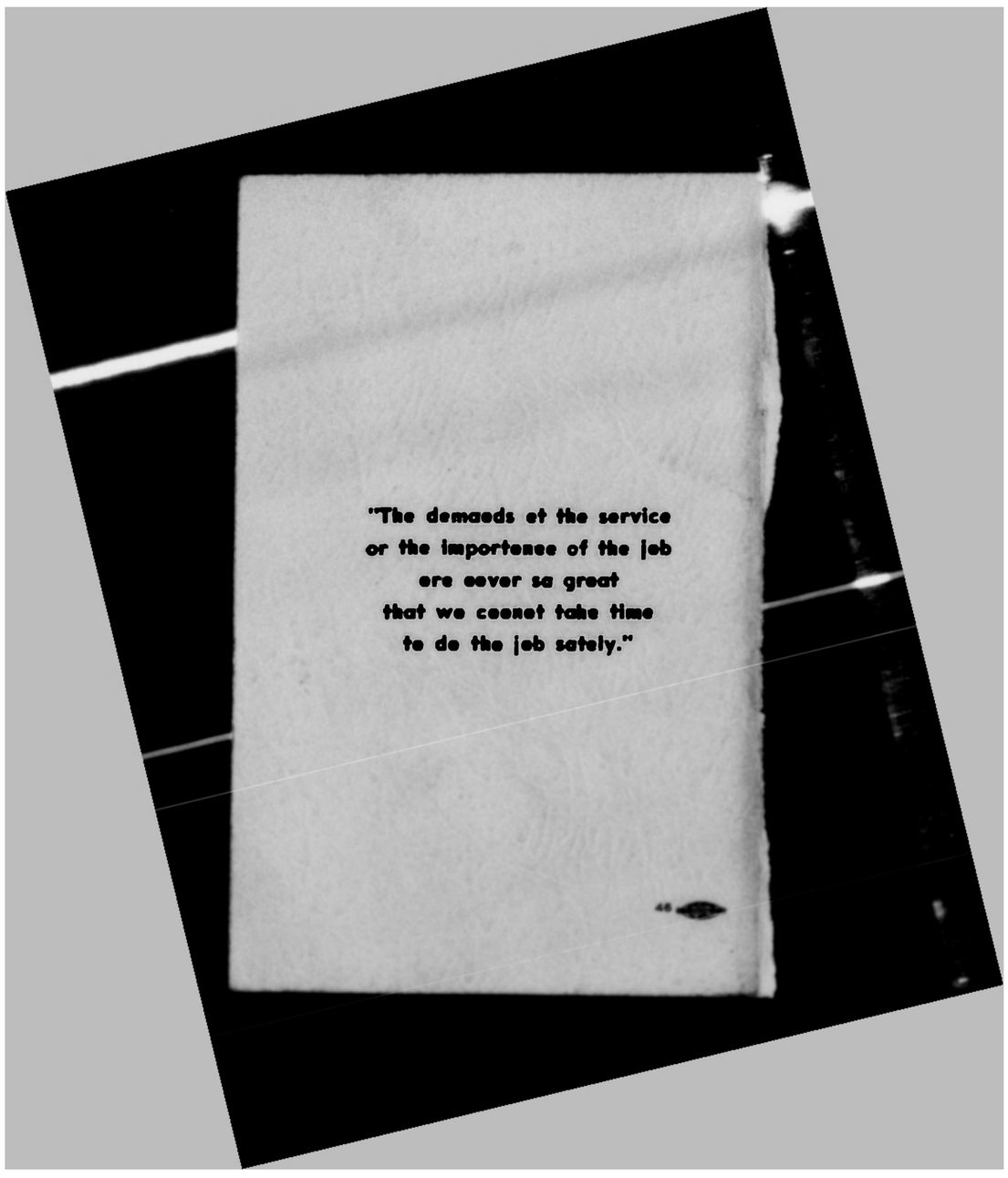
CAR FARE ALLOWANCE

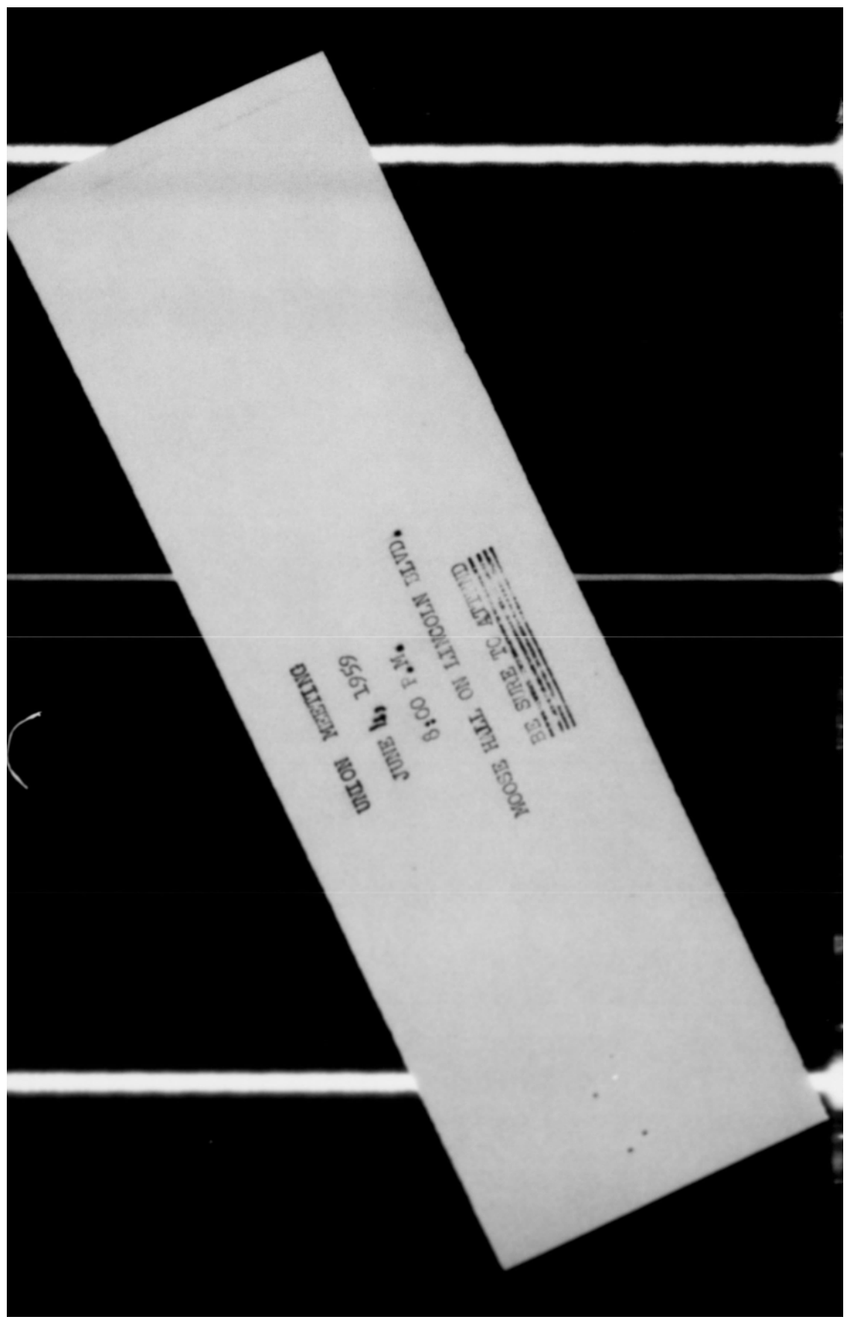
A car fare payment of 40 cents shall be made to an employee (irrespective of mode of transportation) for each day on which she works at least part of both sessions of a morning and evening tour (split tour).






SCHEDULE 15
SCHEDULE 14
SCHEDULE 13
SCHEDULE 17
SCHEDULE 16
SCHEDULE 18


"The demands of the service
or the importance of the job
are never so great
that we cannot take time
to do the job safely."


MOOSE HALL ON LINCOLN BLVD.
6:00 P.M.
JUNE 4, 1959
DEAN MOSKIND

At this meeting one of the installers challenged the officers(?) on every point. Insufficient notice for meeting, etc. Nonote. Less than forty members were present.

CHALLENGER

CWA LOCAL 9574
1320 2nd St. Santa Monica
J U N E 1959

I would like to take this opportunity to explain to the members why we are asking for a dues increase. We, the Officers of Local 9574 and Executive Board, are striving to build our Local into a smooth running organization that can be of assistance to every one. In order to do this it not only takes all cooperation from the membership but also more money than we now have to operate with.

I am sure that we are all aware of the great need for extensive Organizing Drives, continued Stewards Schools and training. In order to accomplish all of these things we must use money and at this time we can not afford to give our Vice-President and Chief Steward the amounts they must have in order to do the job right.

It is also our desire to see that each member be notified regularly of all monthly meetings and send out our Newspaper, and again I can only repeat that this not only requires time but money.

We have not had a Dues Increase since 1951 and we all know that living expenses have risen to an all time high. Rentals, wages and Office Expense have increased to the point that your Local does not feel that we can afford to operate on the present Dues Structure so that gives us only one choice to point out to the members, that in order for our Officers to do there job right is to ask for more money.

Attend your Local Meeting on June 6th at the Moose Hall and let us hear your views on this and take a vote to raise our dues.

VIRGINIA STONE
President

HELP ! ! ! !

WE NEED MEMBERS TO VOLUNTEER FOR COMMITTEES SO LETS ALL HELP BUILD THE LOCAL.

WHY WE NEED A DUES INCREASE

Per Capit. Estimate to Council	$ 81.71
Salary to Officers	265.90
Salary for Conventions	
Salary for Members to Steward School	110.40
Organizing, Travel & Related Expenses	56.[illegible]
Travel & Related Expenses for Members(Steward's School)	28.[illegible]
Taxes, Insurance & State	18.[illegible]
Rent, Insurance, Meeting Hall & Etc.	101.[illegible]
Telephone	15.68
Postage	11.75
Supplies	27.57
Contributions & Donations	12.00
Social Activity	5.00
Welfare	5.00
Miscellaneous	73.02
TOTAL	$970.58
AVERAGE MONTHLY INCOME	$923.00
	$ 47.00

TIME TO WAKE UP

Just because Bargaining is over does not mean that we should let up on our Organizing.

Remember twelve months is not very long to build our Local up so we can ask for better wages and working conditions. Lets not wait until the first of April 1960 to go all out, lets pull together and gain our strength now and show the Little General we mean what we say when we meet on the Bargaining Table next year.

RICHARD COMBS
Vice-President

THIRD WARNING

We are still having Prep problems I am sure. Your Local is here to serve you. If you or anyone you know receives reprimands that seem unfair inform your Steward immediately.

When in trouble call Sta. 1450 and ask for Chief Steward he is there for your assistance.

BILL LUM for Bob
~~Chief Steward~~

Pete Watt blocked a duties increase at the Annual convention last year.

After CWA organized the election to remove Watt from presidency, Upon some $2,000.00 in treasury. Upon some use what happening has not identified.

A number of people in the instrument shop, unless we work, did not sign prep forms (work evaluation), Olando and I among them. One man in PBX tore up the forms +

NEWS LETTER

Communications Workers of America, 1808 Adams Mill Rd., N. W., Washington 9, D. C.

Vol. 13 | Friday, March 27, 1959 | No. 3

SIX NEW agreements-- three Bell and three independent-- have been settled in recent weeks. Together, they cover 79,366 workers. The three Bell contracts, two of them settled just too late to be covered in the last issue of CWA NEWS, follow the wage and vacation pattern set by CWA in Wisconsin earlier this year. Here are details of the six new contracts:

PACIFIC TEL. & TEL.-- Northern Cal. & Nevada-- This new contract, covering 17,756 plant and traffic workers, gives wage boosts ranging from $1 to $5 a week to plant, $1 to $3 for traffic, effective Mar. 15. An additional 50-cent a week increase is effective in November for top rate operators and Group 4 clerks in 19 towns, and for those getting top rate in the two top plant craft groups in 29 towns. Other gains include some town upgrading, a boost of 10 cents a meal for dining service workers, all-night traffic tours cut from 8 to 7 hours, four-week vacations after 30 years, the right to arbitrate discharges of plant workers after six months, instead of the former two years.

SOUTHWESTERN BELL-- This contract covers 47,156 workers. It provides wage increases of $2 to $5 a week for plant craft and related jobs, $2 to $3 a week for traffic operating and clerical workers. In addition, the frameman maximum rate was upped by $4 a week, stockmen and truck drivers were upped an additional $1 a week at all steps on the schedule. A total of 24 towns were upgraded, affecting 1930 workers. As a result of a combination of basic wage increase, and job and town reclassifications some individual workers receive pay hikes up to 35 cents an hour. Commission rates for directory salesmen were increased.

C & P OF VIRGINIA-- This all-department contract covers 6743 workers throughout the state. Pay hikes ranged from $1 to $5 in plant, $1 to $3 in traffic and clerical. Commercial workers get $1 to $4.50. Other gains: Two towns near Washington, Fairfax and Herndon, get a $2 increase after 90 days and another $2 in an additional 90 days. These increases are on top of the basic pay hikes they received. Fairfax was in schedule 1 and got a $5 top increase, in basic pay, Herndon got $4. Seven other towns were upgraded by one schedule.

AND HERE ARE THE INDEPENDENT SETTLEMENTS:

ELYRIA TEL. CO.-- A two-year agreement involving 120 employes in this Ohio independent provided for a 3½ per cent increase for all employes (5 cents an hour minimum for operators) effective February 25, 1959 and another 3½ per cent hike effective February 25, 1960. This year traffic employes receive 5 cents an hour up to the top rate, slightly over 5 cents at the maximum. Plant boosts range from 5.25 cents to 9 cents an hour. Increases next year will be from 5 cents to 11 cents an hour. Other contract gains include a reduction from 15 to 12 years of service for eligibility to three weeks vacation, an increase in the night differential from 5 to 6 cents an hour and establishment of a title of working foreman for the switchman and combination man classifications.

KANSAS STATE TEL. CO.-- Wage boosts of 10 cents an hour across-the-board for plant employes, 4 cents to 5 cents an hour for traffic effective March 1, 1959, with additional hikes of 2 cents an hour in plant and 2 cents in traffic effective March 1, 1959 are contained in a

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
Southern California Area, Dist. 9
606 S. Hobart Blvd. Los Angeles 5, Calif.
April 3, 1959

Organising Report for March, 1959

Files: 1.11.J.D.

To: Local Officers, Chief Stewards, & Stewards, So. Calif.

LOCAL	February [redacted]	Non-Members [redacted]	2½¢ of Non-Members	Monthly Quota Drops plus 2½¢ Non-Members	Cards rec'd. March	Local % Feb.
9501	17	828	20.7	37.7	54	57.1
9502	12	489	12.2	24.2	55	69.6
9503	20	1154	28.9	48.9	16	39.3
9504	0	30	.8	.8	1	75.6
9505	19	836	20.9	39.9	0	60.8
9506	12	766	19.1	31.1	25	54.1
9507	7	609	15.2	22.2	15	56.6
9508	3	146	3.7	6.7	3	68.7
9509	13	632	15.8	28.8	20	63.3
9510	14	378	9.4	23.4	0	63.5
Unit	117	5868	146.7	263.7	189	58.0
9571	25	575	14.4	39.4	8	61.0
9572	9	93	2.3	11.3	15	82.1
9573	5	70	1.8	6.8	13	76.0
9574	29	1078	26.9	55.9	106	43.4
9575	6	63	1.6	7.6	11	77.0
9576	5	101	2.5	9.5	18	73.2
9577	8	305	7.6	15.6	9	73.0
9578	31	204	5.1	36.1	53	70.9
9579	11	100	2.5	13.5	17	80.0
9580	16	87	2.2	18.2	41	58.7
9581	1	61	1.5	2.5	8	60.4
9406	0	34	.8	.8	1	60.0
Unit	146	2769	69.2	215.2	300	63.7
9590	104	42	1.0	1.0	7	96.7
9595	0	0	0	0	0	100.0
Area	367	8679	216.9	479.9	496	

April + May reports show no cards signed + a monthly quota of 2½¢ per member of Unit will have to be collected from full Unit.

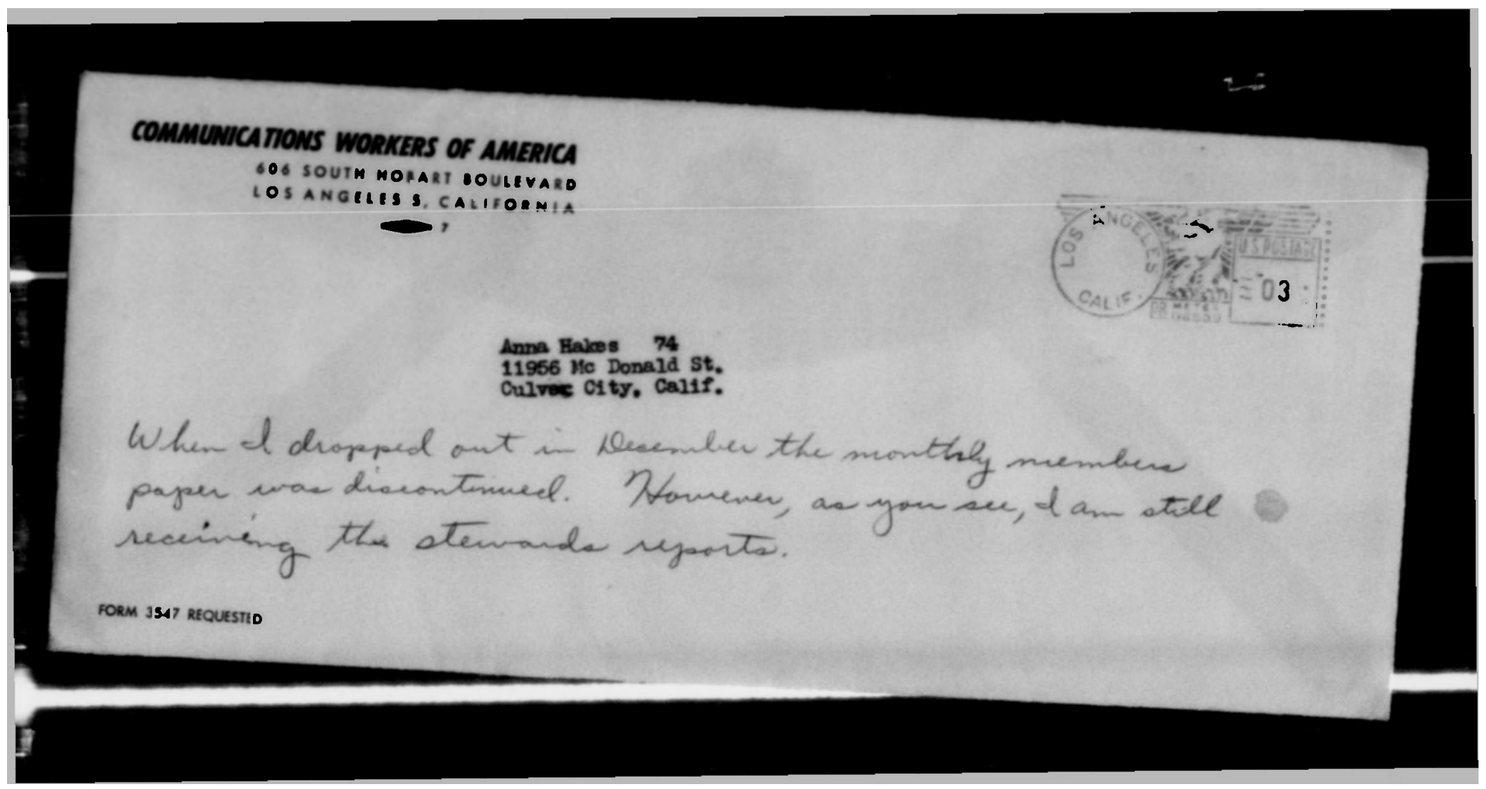
The organizing performance for the month of March shows a vast improvement over our performance in the month of February.

You will note that despite the lay-off of 95 members in February in the Western Electric Installation, there were enough cards signed in March to offset the loss and still show a gain for the Area.

Local 9503 and 9510 were the only Locals that did not sign any new members during the month, at a time when interest was the highest due to negotiations on a new Contract.

JCC/leg
cwiu 30 afl-cio

W. M. Gemmell, Acting Director
Southern California Area



COMMUNICATIONS WORKERS OF AMERICA
606 SOUTH HOBART BOULEVARD
LOS ANGELES 5, CALIFORNIA

Anna Hakes 74
11956 Mc Donald St.
Culver City, Calif.

When I dropped out in December the monthly members paper was discontinued. However, as you see, I am still receiving the stewards reports.

FORM 3547 REQUESTED

new pact with this Kansas independent covering 38 employes. Also, termination allowance pay scents after six years of service were increased by one week's pay. An Agency-Shop clause was subetituted for the former Union-Shop provision recently outlawed by a so-called "right-to-work" law enacted by the state of Kansas. The Agency-Shop provision does not require membership in the union but does require the payment of the amount of the union's regular monthly dues and assessments by all employes eligible for membership.

GENERAL TEL. OF CALIFORNIA-- Wage hikes ranging from (2) cents to 11 cents an hour for 7553 employes of this independent are contained in a one-year contract effective March 20. Other gains include upgrading of four job classifications, additional increases going to 760 employes, an increase in the maximum daily allowance for temporary assignments located more than 40 miles from the regular assignment from $4.25 to $10, four-weeks vacation after 30 years of service (formerly 40 years), pension plan changed to conform to the Bell System plan except that present pensioners will not be affected, temporary employes to receive same holiday treatment accorded regular employes and job bidding clause improved, requiring the company to notify the employe in writing why he was not selected to fill a job vacancy for which he submitted a bid--copy of notification to be sent the union.,

MEANWHILE CWA negotiations continue with the Bell System in the PT&T Co.- Wash.-Idaho and So. Calif. areas and in the Mountain States Co., and in 13 independent company units.

A NUMBER of CWA locals have increased dues in anticipation of possible convention action approving the executive board recommendation to up per capita dues by 50 cents a month. Among those locals which are in the process of increasing dues is Menphis Local 3806. At a recent membership meeting, with more than 400 of the Local's 797 members present, the local voted to hike dues from $4 to $5 a month. By the time another month had passed 625 new dues check off cards were already in the local office and more were on the way in. Said the local executive board: "CWA members may be lax in participating in local programs and attending union meetings, but when given the facts and made aware of the needs, they can be counted on." Speaking for the board, Local President M. O. Williams, said: "Stewards and officers, who have given so much of their time to the progress of the union feel fully rewarded by this most heart-warming response."

#######

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
Southern California Area, Dist. 9
606 So. Hobart Blvd., Los Angeles 5, Calif.
February 2, 1959

To: Local Officers, Chief Stewards & Stewards, PT&T & General Telco Units.

Organizing Report for week ending January 30, 1959.

Local	December Drops A	Non-members December B	2½% of non-Members C	Mo. Quota Drops plus 2½% of non-members D	Cards Rec'd January E	Local Percentage in December F
9501	25	831	20.8	45.8	20	55.7
9502	27	506	12.6	39.6	16	67.1
9503	16	1239	31.0	47.0	21	37.9
9504	4	20	.5	4.5	0	82.5
9505	23	838	20.9	43.9	14	59.3
9506	25	771	19.3	44.3	1	52.6
9507	18	614	15.3	33.3	13	54.9
9508	5	174	4.3	9.3	1	64.4
9509	22	489	12.2	34.2	13	69.2
9510	8	483	12.1	20.1	0	57.5
Unit	173	5965	149.0	322.0	99	56.7
9571	29	512	12.8	41.8	22	63.5
9572	8	94	2.4	10.4	26	81.6
9573	2	84	2.1	4.1	9	71.4
9574	[illegible]	1060	26.5	68.5	0	44.7
9575	7	75	1.9	8.9	32	72.3
9576	8	104	2.6	10.6	3	72.3
9577	1	79	2.0	3.0	0	62.7
9578	25	323	8.1	33.1	12	71.1
9579	12	236	5.9	17.9	23	66.9
9580	26	95	2.4	28.4	3	81.
9581	5	65	1.6	6.6	2	57.
9406	3	34	.8	3.8	0	59.
Unit	168	2761	69.1	237.1	132	63.4
9590	0	50	1.3	1.3	9	96.4
9595	0	2	- -	- -	-	99.7
Total	341	8778	219.3	560.3	240	

This includes Glendale & Pas. dropped out in Jan. after attending convention.

The above method has been developed to determine each Locals' monthly quotas.

A. The column "December drops" reflects the number of members who have cancelled dues deductions, or left the employ of the company.
B. The non-member column refers to the number of non-members in your Local.
C. 2½% of column "B".
D. Reflects the monthly quota which is column "A" plus column "C".
E. Number of cards signed during the month of January
F. This column reflects the Local membership percentage.

It should be apparent to anyone looking at this report, that if we are going to attain any of our bargaining goals in the upcoming negotiations we are going to have to get off of the dime and do something about the non-member problem.

You will note that we did not sign enough cards in January to offset our December losses. This trend must stop.

Make organizing our number one project.

Sincerely & fraternally,

W M Grunsell

W. M. Grunsell, Acting Director
Southern California Area

JC:f
cciu 30 afl-cio

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
SOUTHERN CALIFORNIA AREA, DISTRICT 9
600 South Hobart Boulevard
Los Angeles 5, California
February 5, 1959

W E L L. W H A T D O Y O U K N O W

MORE THAN 66 OUT OF A HUNDRED PENSION PLANS COVERING 3.3 MILLION WORKERS, RECENTLY STUDIED BY THE BUREAU OF LABOR STATISTICS, MAKE NO DEDUCTION FOR SOCIAL SECURITY.

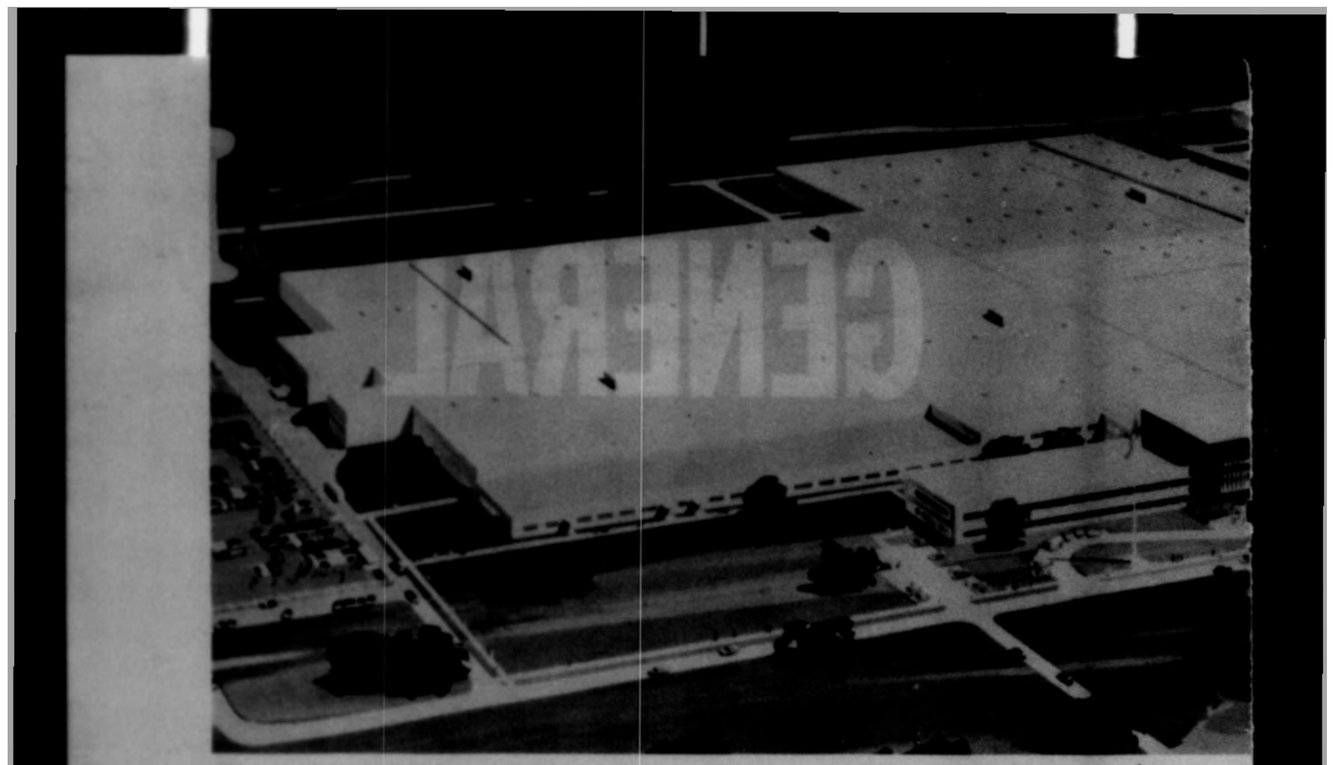
BUT THE GENERAL TELEPHONE PENSION PLAN STILL CONTINUES TO DEDUCT ONE-HALF OF YOUR SOCIAL SECURITY.

74 OF THESE 100 PLANS PROVIDED LARGER PENSION PAYMENTS (INCLUDING SOCIAL SECURITY) TO EMPLOYEES EARNING $4,200 PER YEAR AND RETIRING AFTER 30 YEARS THAN DOES THE GENERAL PLAN (INCLUDING SOCIAL SECURITY).

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O

TELEPHONE WORKERS ARE ENTITLED TO PENSION IMPROVEMENTS! And a union that doesn't play kissing games with management.

C.W.A.-AFL-CIO



This is a wash drawing in sepia-toned tones of the new Automatic Electric plant at Northlake, Illinois. The building occupies over thirty-five acres of a 167-acre tract of land. It won an award as a "top ten" plant among 900 built last year throughout the USA.

AUTOMATIC ELECTRIC

Tops In Automation

AUTOMATIC ELECTRIC COMPANY, the manufacturing arm of General Telephone System, is known to most of us for its high quality telephone switching equipment for the Independent Telephone Industry. From time to time we have mentioned Automatic Electric activities in this magazine. In this issue we are featuring Automatic Electric because we want you to know more about this very important part of the General Telephone System.

As most of you know, Automatic Electric is the outgrowth of the invention of automatic telephone equipment by Almon Brown Strowger. In some respects Strowger's invention was quite as remarkable as the invention of the telephone itself.

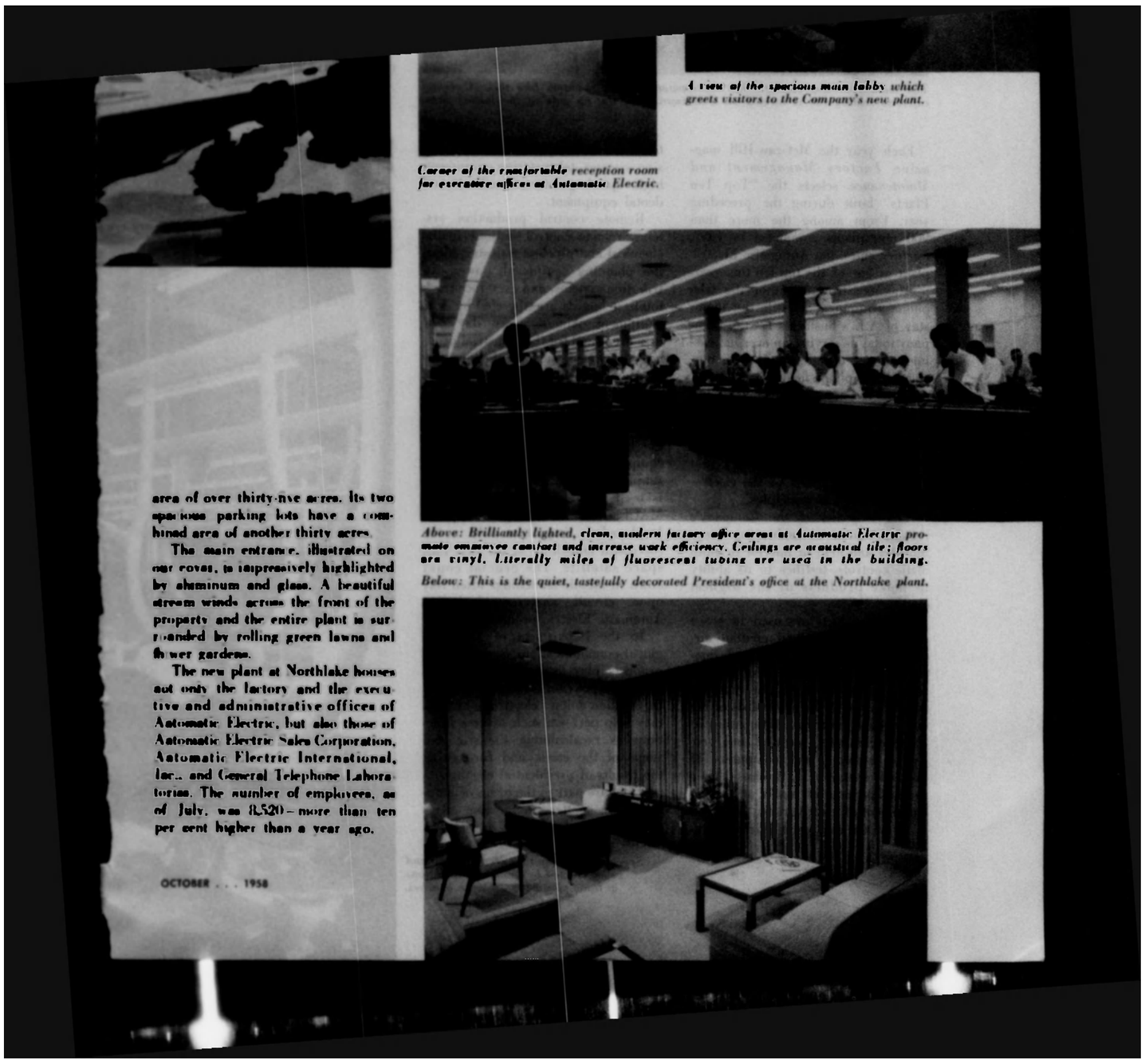
Basically, the invention of the telephone involved a device capable of transmitting a voice over a pair of wires to a similar device at the other end of the same wires. This was satisfactory as long as there were only two telephones. But the telephone industry could never have grown to its present state without a rapid and accurate method of connecting a given telephone to any one of millions of others.

Automatic Electric Company was originally organized in 1891 as The Strowger Automatic Telephone Exchange. The present corporate organization was established in 1901 when a six-story manufacturing plant was erected in Chicago.

As the Company's business grew, additional space had to be found to house its manufacturing machinery and equipment. At one time Automatic Electric was located in seventeen large and separate buildings in the city of Chicago.

Last year Automatic Electric moved into a brand new plant at Northlake, Illinois. The plant itself is a structure of brick, steel, glass and aluminum located on a 167-acre tract of land about fifteen miles from downtown Chicago. The site was formerly the Westward-Ho Country Club, and the landscaping retains much of its original country atmosphere. There's fresh air to breathe, room to grow in, and no parking problems for employees.

The building alone occupies an



area of over thirty-five acres. Its two spacious parking lots have a combined area of another thirty acres.

The main entrance, illustrated on our cover, is impressively highlighted by aluminum and glass. A beautiful stream winds across the front of the property and the entire plant is surrounded by rolling green lawns and flower gardens.

The new plant at Northlake houses not only the factory and the executive and administrative offices of Automatic Electric, but also those of Automatic Electric Sales Corporation, Automatic Electric International, Inc., and General Telephone Laboratories. The number of employees, as of July, was 8,520—more than ten per cent higher than a year ago.

A view of the spacious main lobby which greets visitors to the Company's new plant.

Corner of the comfortable reception room for executive offices at Automatic Electric.

Above: Brilliantly lighted, clean, modern factory office areas at Automatic Electric promote employee comfort and increase work efficiency. Ceilings are acoustical tile; floors are vinyl. Literally miles of fluorescent tubing are used in the building.

Below: This is the quiet, tastefully decorated President's office at the Northlake plant.



The main town seat cafeteria has six separate serving counters like this. A second cafeteria seating 700 is located on a mezzanine on the far side of the factory area.

Each year the McGraw-Hill magazine *Factory Management and Maintenance* selects the "Top Ten Plants" built during the preceding year. From among the more than 900 new plants completed in 1957, *Factory* chose the Automatic Electric plant as one of the top ten this year.

Making Strowger Automatic telephone equipment is still the mainstay of A.E.'s business. Yet the Company today is serving an ever-increasing number of other industries outside the telephone field. The development of the automatic telephone and the dial system by Automatic Electric engineers formed the basis for much of today's automation. Their contributions were among the very first practical applications of the electro-mechanical brain principles.

The long list of the Company's regular customers—embracing every industry and field of interest in automatic controls—testifies to its ability to make products of the highest quality.

Such products are used in space satellites, military and civilian aircraft, fire control systems, stock quotation boards. Traffic control systems from the skyways to the nation's freight yards to the boulevards of the city depend on them. Automatic machine operations, warning and protection systems, and computers of all kinds contain A. E. products. They are components of audio and video equipment of great variety.

They are also used in radar systems, circuit analyzers, data transmission systems, telemetering equipment, high speed printers, medical and dental equipment.

Remote control production systems, remote control stations in the chemical and pipeline industry, logistics planning equipment, power distribution systems, and even race track totalizer boards are operated by A.E. equipment. Almost every day new uses are found for the industrial products developed and manufactured by the Company.

Such equipment, although it usually is vital to the end product in which it is used, is seldom known to the layman. Yet Automatic Electric equipment is in use aboard atomic submarines such as the Nautilus. It is used in guided missiles like the MACE, Redstone and giant Jupiter. It played an important role in the successful launching of the first U.S. space satellite. The crucial count down in missile launchings often rely upon circuit analyzers including Automatic Electric products.

In the Department of Defense's global communications network, A.E. products play leading roles in complex teletypewriter switching systems. In million dollar electronic brains they help perform such diverse functions as recalculating the size and shape of the earth, and forecasting the results of presidential elections.

They are part of the brain of automatic pin spotters in bowling alleys across the land and they are used in graphic panel systems from which one man can operate a production process requiring control of more than a hundred variables, without leaving his desk.

You can find the Company's equipment used in fabulous automation systems almost incapable of a mathematical error. These systems handle *all* banking functions for up to 50,000 individual checking accounts, including the preparation and printing of customers' monthly statements at a rate of up to 900 per minute.

Our diverse family of industrial control devices and equipment includes relays and stepping switches



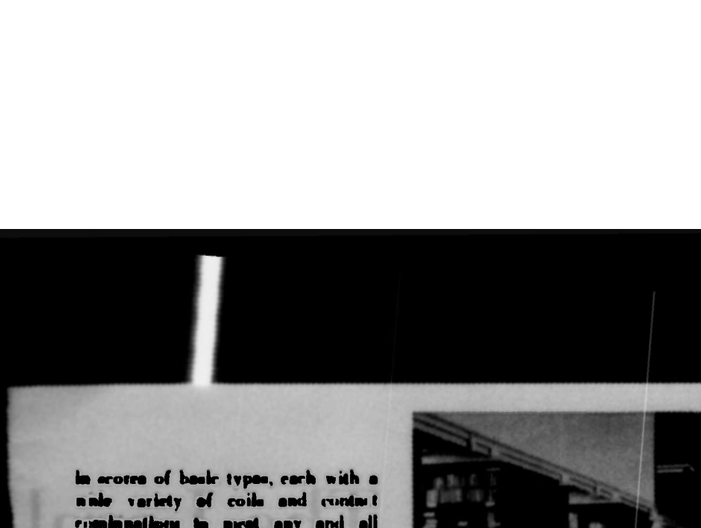
Special ventilating tubes remove heat and vapor created by soldering operations at these plastic-topped work benches.

in scores of basic types, each with a wide variety of coils and contact combinations to meet any and all electrical control needs.

• The reputation earned by Automatic Electric in its exacting field continues to grow apace. Its products are in use on every continent of the globe. In its Brussels World's Fair exhibit have come thousands of representatives of governments and businessmen from many nations.

Automatic Electric's record of past achievements is one of which all General Telephone employees can be proud. Its very name has become a watchword for progress and quality.

Efficient utilization of space characterizes the new 152,000 square foot layout at Northlake. For safety and freedom of movement ceilings are high and aisles are wide.

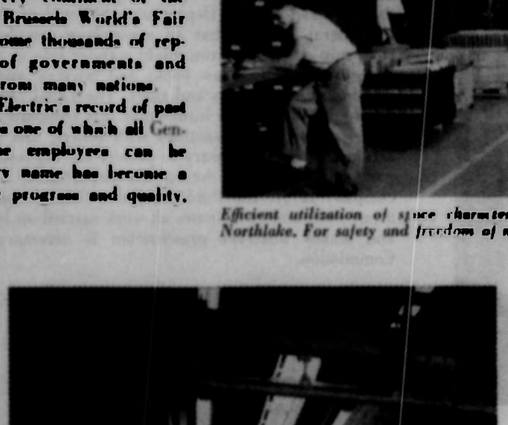


Above: Fully assembled equipment moves into the finished products warehouse area on a special monorail network.

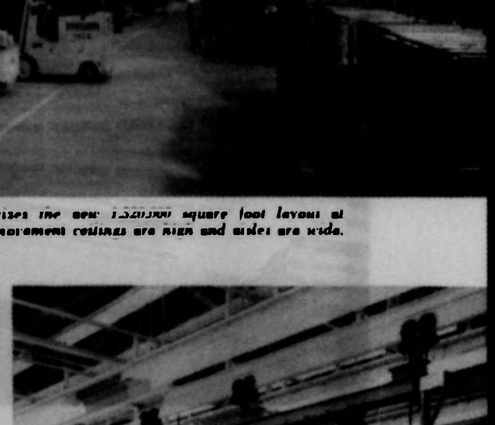


Above: The monorail system at Northlake is one of best ever installed in a manufacturing plant.

Below: N. F. Lello, left, President of Automatic Electric, accepts Top Plant award at presentation on May 20, 1958.



Below: Automatic Electric was well represented at Brussels' World Fair by our Belgian affiliate.



General News Visits

The Legal



Floor-to-ceiling bookshelves filled with a fine collection of law volumes give a quiet air of distinction to the library. Above, Assistant Attorney **Ralph Sevdee** *studies a law book for background material on a legal problem.*

MANY OF OUR EMPLOYEES are perhaps only vaguely aware that we have a Legal Department. Situated on the sixth floor in General Office, it has an atmosphere completely different from any other office you might wander into in the company. Here is the land of law books and lawyers, and such words as *liens, infringements* and *titles*. The Legal Department has a twofold purpose: to insure that this company acts lawfully in respect to its transactions with others, and to take legal action whenever necessary to protect the interests of the company. Among other duties, the department represents the company before the Public Utilities Commission, such as in a rate case, and coordinates all work carried on in that respect and makes whatever presentation is necessary before the Commission.



Security and investigation is the work of Chief Special Agent Robert Warner (seated), and his associate, Special Agent John Gurak. These men, working with law officers, investigate all crimes committed against the company such as robbery or theft. They also investigate any violations of the secrecy of communications.

Studying some damaged telephone property are **Laird Walline** *and* **George Nixon**, *claims adjusters, who are checking sections of telephone cable damaged by water. If any reimbursement in the form of a claim for damages is indicated, they investigate and process the claim. Claims Adjuster Paul Reams is not shown.*





Right, Clarence "Tommy" **Thomason**, *claim agent, is supervisor for the claims adjusters, and works closely with his group on the many complex problems which arise in connection with damaged property.*

Department



Dolores "Dee" Asher's title is assistant to the secretary. Acting as a right hand woman for Secretary and Attorney Albert M. Hart, she serves as liaison between Legal and other departments. She works closely with the General Office File and Stenographic sections, which come under the jurisdiction of the Legal Department. She also prepares departmental budgets and works on special assignments.



Holder of two titles is Secretary and Attorney Al Hart. As Secretary, he attends all meetings of the Board of Directors and records the proceedings. As Attorney, he heads the active and vitally important Legal Department. He is shown above with Betygene Hutchins, who is his secretary.

When you're dealing with legal matters, you're sure to have lots of paper work. Things would bog down without the department's busy stenographic pool. In right foreground below is Betygene Hutchins, who supervises the group. To her left is Faye English, senior stenographer. In rear from left are Stenographers Ina Weisner and Norma Gear.



Assistant Attorney William W. Coppinger, is shown above, discussing a legal point with Robert L. Callis, Vickers Engineering, (left). Many of our top executives and personnel from various General Office departments consult the Legal Department daily on legal problems which arise in connection with the company.



END



AN INNOVATION IN TELEPHONE SERVICE is offered residents of the new Capehart housing development adjacent to Vandenberg Air Force base in Lompoc, Calif. Arthur V. Shea (left), shows Mrs. Ronnie C. Evans, (center), and Antonio Andretta, airman second class at the base, the wide assortment of telephone instruments in all colors available to subscribers which were displayed on a specially converted telephone truck.

Business Office on Wheels

By George A. Bridges

A UNIQUE "MOBILE BUSINESS OFFICE" . . . the first in the entire General Telephone System, is offering the ultimate in service to our customers these days in the new Capehart Housing Development at Vandenberg Air Force Base in Lompoc, California. This is due to an ingenious plan developed by Fran Brabo, commercial staff representative, and Robert Moran, sales supervisor, who work in the General Commercial Department in Santa Monica. Together, they dreamed up the idea of bringing the business office, replete with truck and sales representative, to the home rather than inconveniencing the customers by having them travel 24 miles to Santa Maria or 10 miles to Lompoc to apply for service.

Realizing that 1,400 Air Force families stationed at Vandenberg Air Force Base would be moving into the Capehart Housing Project, scheduled for completion early next year, and that many of the Capehart residents would be new to California, it seemed conceivable to Brabo and Moran that they would buy more service through personal attention. With the full support of top management and the help and cooperation of George Blake, general station installation supervisor; William Owen, Northern Division manager; Robert Lamberton, Northern Division plant superintendent; Henry Pierson, Santa Maria manager; Sid Harrison, Northern Division supply superintendent; Ron Wilson, Santa Barbara utility shop foreman; and Elton Clark, Santa Barbara utility man, the program was put into action.

By outfitting an S30 PBX telephone truck with a complete display of telephone instruments (both handsets and wall models), speaker phone, transistor amplifier deaf set and electronic secretary, General was able to drive right to the tract site and conduct a "door-to-door" sales campaign, displaying their merchandise to prospective customers. The truck was not initially constructed for telephone displays, so special com-

partments had to be built. Through the initiative of two Santa Barbara employees, Ron Wilson and Elton Clark, a sliding display at the back of the truck was constructed on which colored telephones are mounted securely. When this display slides out, its outer edge rests on a flat bed. Bins on each side of the truck also display additional instruments, including the transistor amplifier deaf set, colored instruments, extension ringing relays and the electronic secretary. To gain attention, a large sign stating: "I'll Take Your Telephone Order," was mounted on top of the truck.

To conduct the "door-to-door" sales campaign, Arthur V. Shea from the Santa Monica exchange was chosen. Equipped with the forms necessary to close each sale, including receipts, Shea commenced his intensive sales drive. He was able to conduct a complete transaction right in the home so that no further effort on the part of the customer was necessary. By parking his truck at the end of every six houses, he found that while soliciting a sale from the sixth house, invariably housewives from some of the first five houses would come out and ask him to be sure and take their orders before he left. Shea found this not only the easiest way of promoting sales, but the quickest. During Shea's first week on this project he contacted seventy homeowners and made seventy sales, 56% of which included extensions. He found that having colored telephones accessible was particularly advantageous because many housewives wanted to see how these telephones would blend with their color schemes.

"There are many reasons behind this 'door-to-door' campaign," said Fran Brabo, when asked why the company went to all this effort. "Aside from building up good public relations by providing our potential customers with the most convenient method of applying for service, it seemed plausible to us that the sooner we installed telephones, even on a 'cold install' program, the sooner we would be receiving revenue. In setting up the new Surf central office to serve the Capehart housing area, which was cut into service on August 29 of this year, General invested tremendous amounts of money in telephone poles, cable, switching equipment and plant. The company would get this back eventually by people applying for service in the Lompoc or Santa Maria business offices, but by going to the people directly so that every residence was sold maximum telephone service, the company would immediately begin to obtain a maximum return on its investment when the new central office was cut into service," he continued.

"If the present success of the 'mobile business office' is any indication of future successes, we will have opened up new vistas in the sales field," Brabo stated in conclusion.

THE BRAINS BEHIND THE MOBILE BUSINESS OFFICE. Fran Brabo, (left), commercial staff representative, and Robert Morao, (right), sales supervisor, study a tract map of the Capehart Housing Area in Lompoc, California to determine how to best handle the "door-to-door" sales campaign.



Score Sheet

August proved to be a good month for many of our exchanges, but Covina did the best business with 857 telephones added for the month. Following with a close second was Whittier (849). Other top spots went to Santa Monica (691), Downey (582) and Long Beach (470). Grand total of telephones in service climbed to 950,779.

UPGRADE COMPLETIONS
Year to Date 41,600
Total for August 4,487

	TELEPHONES IN SERVICE			HELD APPLICATIONS FOR PRIMARY SERVICE		
	In Service 7-31-58	Added in August	Total In Service 8-31-58	Held 7-31-58	Added or Total Held August	Held 8-31-58
NORTHERN DIVISION						
Carpinteria	1,902	(2)	1,898	2	1	3
Guadalupe	596	7	603	0	0	0
Lompoc	2,668	257	2,925	28	(3)	25
Los Alamos	162	(1)	161	1	(1)	0
Oxnard	38,123	198	38,918	88	28	88
Santa Barbara	41,687	353	41,898	27	(9)	18
Santa Maria	9,775	153	9,928	17	4	21
Santa Paula	5,575	7	5,582	8	0	8
Santa Ynez	1,727	12	1,742	12	1	12
Thousand Oaks	1,248	30	1,278	13	5	18
Total	98,647	1,463	97,110	123	53	101
WESTERN DIVISION						
Lake Hughes	165	1	166	1	(1)	6
Lancaster	14,498	192	14,690	23	(12)	16
Malibu	3,322	36	3,364	5	(4)	1
Redondo	53,302	230	53,887	89	(21)	68
Santa Monica	115,412	691	115,188	36	17	52
West Los Angeles	67,188	237	67,233	21	(9)	12
Total	260,884	1,380	262,234	182	(33)	149
SOUTHERN DIVISION						
Huntington Beach	3,902	47	4,889	2	0	2
Laguna Beach	9,814	88	9,882	6	(6)	6
Long Beach	177,367	470	178,887	10	(7)	3
Westminster	7,413	153	7,571	18	3	21
Total	197,986	719	198,689	36	(10)	36
CENTRAL DIVISION						
Downey	96,924	532	97,506	36	12	46
Whittier	78,753	668	79,881	66	(45)	42
Total	175,677	1,436	177,187	122	(31)	91
SAJTHERN DIVISION						
Arrowhead	1,714	31	1,745	0	(2)	2
Covina	88,387	857	66,284	41	9	88
Crestline	969	(1)	966	2	(1)	1
Etiwanda	327	(2)	323	8	0	8
Ontario	27,535	173	27,718	29	15	44
Pomona	49,066	170	49,236	21	27	46
San Bernardino	49,416	211	49,627	49	(13)	36
Total	214,432	1,441	215,862	147	32	179
SAN JOAQUIN DIVISION						
Fowler	1,763	5	1,788	2	0	2
Lindsay	3,644	5	3,649	6	(2)	1
Reedley	3,477	23	3,457	1	0	2
Total	9,884	36	9,889	9	(3)	6
Toll Stations	197	7	204			
Total Land Sta.	964,217	4,866	988,886			
Mobile Stations	117	16	127			
Total Co.-Owned Stations	966,234	6,879	966,413			
Customer-Owned Stations	389	(3)	366			
GRAND TOTAL	994,783	6,876	990,779	624	0	632

( ) DENOTES LOSS

EDPM Has a Home

ONLY A FEW MONTHS AGO IT WAS THE STATIONERY storeroom. Practically overnight everything was moved and the huge room on the main floor of the General Office building was stripped. Then the remodeling began. This was to be the future home of EDPM, and there was a lot to do. Through the months the work progressed, and then all was in readiness for the arrival of the IBM electronic marvel October 21.



TRYING TO VISUALIZE how it would all look were Marie Turski and Judy Holcomb of General Accounting, who look through window in the observation room.



THIS IS THE EMPTY SHELL before the work began to make this the future home of the EDPM machines and personnel.

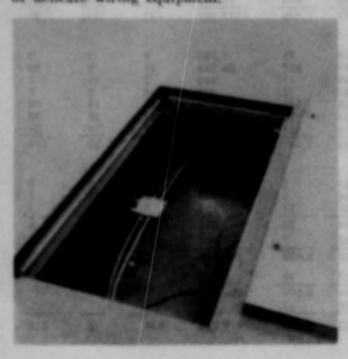


LATER, FROM OPPOSITE DIRECTION, observation room takes shape (far left), and lighting fixtures are added to the ceiling.



A PAINTER ADDS FINISHING touches to the room as it looked a few weeks ago. Air conditioning equipment was then installed.

RAISED FLOOR section with cable for machines is shown here. Under floor temperature will be kept cooler than above, for protection of delicate wiring equipment.



COMPLEX BUT COMPLETE temperature panel shows outside temperature and humidity, humidity and temperature above floor, as well as below the floor.



LINE OF OFFICES stands ready for occupancy. This area was later occupied by systems analysts, supervisors and clerical section—all ready for the big day.



news in brief

Davis Appointed to Plant Position for Corporation



C. C. Davis

Carl C. Davis, director of safety, has been appointed to the position of plant results administrator for the General Telephone Service Corporation in New York City, it was announced recently by Donald C. Power, president of the General System.

Davis will report to Paul N. Malmgren, plant director for the Corporation in New York City, on November 1. He will be succeeded by A. R. Valentine, Pomona district plant superintendent, as director of safety.

With 28 years of telephone experience, Davis brings a vast telephony knowledge with him when he assumes his new position. In 1925 he joined the staff of Northwestern Bell Telephone Company holding positions in Western Nebraska and South Dakota. He joined General in 1946 as an instrument repairman in Ontario. He subsequently held positions as lineman, installer, PBX man, installation supervisor, station equipment supervisor and general plant construction supervisor working in Covina, Redondo Beach, Laguna Beach, Long Beach and at the General Office in Santa Monica.

With the establishment of the Safety Department last year, Mr. Davis became director of safety, and has worked from the department's inception toward an effective and useful safety program for our company.

Prior to World War II, Davis was a first aid instructor at Laguna Beach high school and devoted all of his evenings during the first two years of the war to training civilian defense workers in first aid.

A native of Gordon, Nebraska, Davis received his college training in that city. In 1941 he married the former Ruth Edwards in Ventura. Davis has a stepdaughter, Dorothy Moore. Mr. Davis and his family currently reside in Los Angeles, and will make their home in the New York City vicinity.

Harvey to New York for New Communicotions Post



H. D. "Rex" Harvey

Announcement of the promotion and transfer of H. D. Harvey, employee communications coordinator, to the position of employee communications supervisor for General Telephone Service Corporation in New York City, was made recently by Donald C. Power, president of the General System.

Harvey will report to Marshall K. Taylor, director of personnel for the System in New York City on November 1. He will be succeeded by Doyle Dameron, editor of the *General News*, as employee communications coordinator.

Honored last year by the Pacific Coast Industrial Editors Association for the best human interest story published in a Pacific Coast industrial magazine (the spectacular Malibu fire), Harvey takes with him a wealth of experience in industrial magazine editing.

Prior to joining General's staff as editor of the *General News* in 1954, he worked for various newspapers in Southern California.

A native Californian, he attended Woodrow Wilson High School in Long Beach, later matriculating at USC and San Diego State College, where he received a B.A. degree with honors and distinction in journalism.

A veteran of World War II, Harvey enlisted in the Marine Corps in Los Angeles in 1943 and served over two years in the South Pacific seeing action in Okinawa and China. He received his honorable discharge in 1947.

Currently residing in Canoga Park, his wife and two children will join Mr. Harvey to make their home in New York after the first of the year.

New Policy for General News Mailing to Employee Homes

Helen C. Facon, General Engineering clerk, has come up with what we consider an excellent money-saving suggestion for the *General News*.

Each printed copy of the magazine represents a substantial investment on the part of the company, and any duplication results in unnecessary waste. In many cases there are two or three employees in one family residing at the same address. At Helen's suggestion, we are revising our mailing list so that only one magazine will be mailed to each address.

In such cases as this, therefore, the new mailing list will prevail *unless* the *General News* office is notified before November 30, that two or more members of a family who are employees residing at the same address wish to continue receiving individual copies of the magazine. Such notification should be made to the *General News* office in the General Personnel Department by calling extension 360.

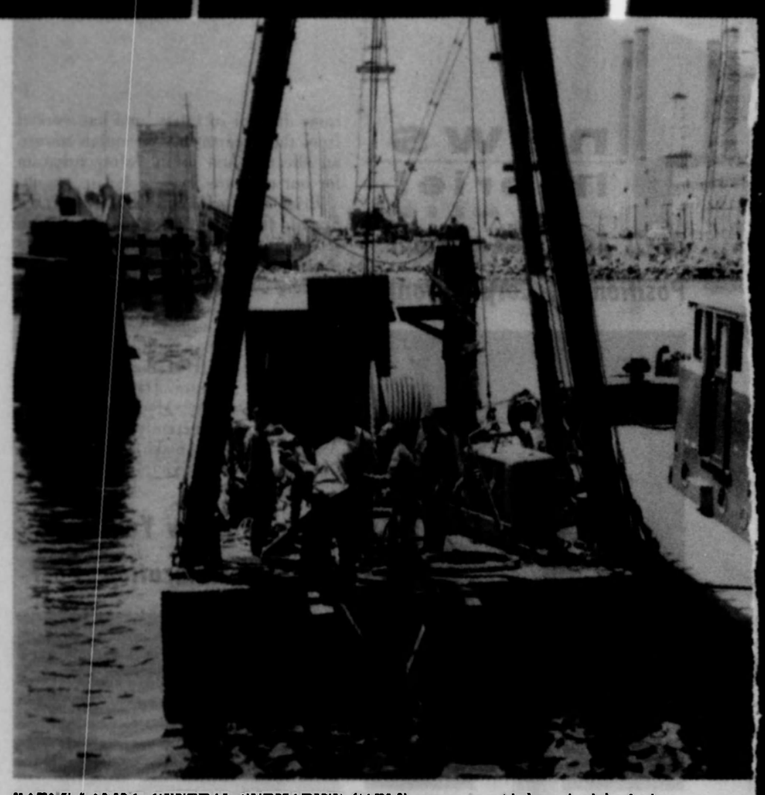
In Memoriam

MARYLIN OWEN BRADFORD, former assignment clerk in Santa Monica Plant and operator in Santa Monica Traffic, died August 30 in McHenry, Illinois. Burial services were held September 2, and interment was at the Woodlawn Cemetery in McHenry. The daughter of Mary E. Coomer, W.U.A. service representative supervisor, Mrs. Bradford is survived by her mother, her husband, Paul, and her son, Ronald.

He wasn't just another diver --this one was working with telephone cable under water for

Operation Submarine Cable

By Walter W. Cass



BARGE LAYING GENERAL SUBMARINE CABLE pauses in mid-channel while dredgermen add another section of pipe to water jet used to blast trench in bottom of Long Beach Harbor entrance channel.

One morning last month a barge bearing a huge reel of submarine cable weighing almost seven thousand pounds eased up to the east bank of the entrance channel to Long Beach Harbor at a point by the pontoon bridge at Seaside Boulevard. Now, after months of painstaking research and planning, the job of laying 680 feet of submarine telephone cable across the channel floor was under way.



TELEPHONE MAN? — Professional diver Art Broman of Long Beach surfaces momentarily for another clamp during laying of General's submarine cable.

The project, though not an expensive one compared to the cost of other major telephone installations—$18,000 including labor and materials—had posed unusual problems for General Telephone engineers. It had become readily apparent that special skills and services would be required to complete the key link in the project — the channel crossing. Finally contracted to do the job was Franks Dredging Company of Long Beach, who in turn required the services of Art Broman, a professional undersea diver.

On the actual day the cable was to be laid a two and a half hour traffic clearance from the harbor commission was allowed, and after the barge and motor launch were safely moored to the bank, the dredgermen quickly set about securing the cable in the manhole on the east bank. They walked off several feet of cable from the big reel on the barge and threaded the lead end carefully through the aperture that had been drilled in the concrete embankment above the waterline. Care was taken that the nub end was kept clean and dry. The cable was pulled through on the land side, four big men heaving and straining to inch the cable along the ten foot ditch and into the vault.

Diver Broman, already suited, watched the proceedings with professional interest. When at length the cable was secured in the vault, he donned his massive, globe-like helmet and stepped off the barge, sinking in the turbid waters in a swirl of bubbles. Down on the bottom he lashed the cable to a piling to hold it in position for the clamping operation he had to perform. Then he inspected the steel sheet piling and calculated the spacing for the clamps.

"Looks okay," his voice announced

from below over the loudspeaker that was connected via telephone to the microphone in his helmet. "Have the first clamp ready. I'm coming up."

He rose to the surface where his tender handed him the first of the several clamps that were to bind the cable to the steel sheet piling like giant staples. Down he went again, fastened the clamp in position, and surfaced to be handed another. After a series of trips to the bottom and back, the clamps were all in position. Then his tender lit the acetylene torch and handed him the welding gear.

During the preceding days the dredgers had made several passes across the channel with drags to clear a path on the bottom for the cable. Now the diver, having welded the last clamp to the sheet piling, checked the start of the route the cable was to follow and called instructions topside. Then he checked the pressure of the water jet, which would force the cable deep into the bottom mud. When everything was ready to go he surfaced and climbed back on board the barge, his part of the project over.

A few minutes later the engines of the motor launch roared and the barge crept across the channel playing the cable off the big reel, out across the prow and down under the hull of the barge into the muddy waters.

The crossing was completed in less than an hour, the cable laid, and the other end led into the vault under the manhole on the west bank and secured. There General Telephone crewmen took over and prepared to splice in the cable to complete the job.

C. R. Duncan, manager of General Telephone's Long Beach exchange area, pointed out that the new submarine cable was replacing a former one that was strained almost to the breaking point owing to subsidence in the harbor area. "The new cable also has three times the capacity of the old cable and will easily accommodate future expansion of facilities on Terminal Island," he noted.

Marine jacks to provide telephone communications with the mainland for aircraft carriers docked in Long Beach Harbor are one of the services provided by the submarine cable installation.

GOING DOWN—Deep sea diver prepares to explore channel floor before laying telephone cable.



General Laboratories Develop New, Improved Speakerphone

General Telephone Laboratories, Northlake, Illinois, has transistorized its loudspeaking telephone to completely eliminate the control box and the 110V power requirement of former loudspeaking telephone installations. Called the Type 88-T Speakerphone, it will be manufactured by Automatic Electric Company, also of Northlake, the major manufacturing subsidiary of General Telephone Corporation. The new transistorized Speakerphone was on display at the USITA Convention in Chicago recently.

The Speakerphone consists of a modified Type 80 telephone connected to a miniature loudspeaker cabinet by a three conductor cord. Because there is no need for a control cabinet, and the unit is powered by current taken from the telephone line itself, installation is identical to that of a standard telephone. The cord from the Speakerphone can be terminated in a standard extension telephone plug, permitting the instrument's use as a portable telephone.

The telephone itself houses the usual Type 80 components, in addition to the transmission elements of the amplifier circuits. These elements, incorporating printed circuitry, consist of a small microphone, transistor amplifier and a balancing network. A push-and-turn button, for "on-off" operation, is located in the lower left of the housing. A volume control knob is at the upper right, and a neon pilot lamp at the left. The speaker cabinet contains a transistor amplifier and loudspeaker.

To originate a call on the new telephone, the user moves the push-and-turn button to the "on" position, then dials in the normal manner, without lifting the handset from its cradle. While the button is turned "on," the neon signal lamp flashes to indicate the loudspeaker and microphone are "live." Depressing the push-and-turn button enables the user to cut off the microphone when desired.

At the end of a call, the push-and-turn button is moved back to the "off" position. If the user should fail to do this, the signal lamp continues to flash, indicating a "receiver off hook" condition.

To answer an incoming call, the user simply switches the loudspeaking telephone "on," and he is able to converse with both hands free. Removing the handset and moving the push-and-turn button to "off" restores the telephone to normal operation.

In addition, a Type 88-AT kit is available for converting a multi-line key telephone into a Speakerphone. Conversion equipment, also transistorized and incorporating printed circuitry, consists of the same miniature speaker cabinet used with the 88-T, plus an adaptor unit which contains those amplifier elements located within the housing of the 88-T.

SAFETY CONTEST STANDINGS

(As of August 31, 1958)

(Close of 2nd Month of 2nd Contest Ninth Series)

Division	Adjusted Hours of Exposure	Lost Time Accidents	Net Accident Rates	Contest Standing
Central	1,346,930	0	0	1
San Joaquin	58 880	0	0	3
Southern	1,115,527	1	90	3
Eastern	2 007,469	2	1 00	4
Western	2,015,887	3	1 49	5
General Office	521,954	1	1 92	6
Northern	788 794	3	3.82	7
TOTAL COMPANY	7 852 421	10	1.27	

Total Number of Lost Time Accidents, Jan. 1 to Aug. 31, 1958—82.



LAST REMINDER to Silver Dialers! Imogene Hermann, General Accounting, is shown representing the "Roaring 20's," theme of the floor show at the annual dinner-dance for all active or retired employees with 25 years of General Telephone service. Big event will be given by the company on November 16 at the Ambassador Hotel in Los Angeles. Make your R.S.V.P. sure if you're fortunate enough to qualify for an invitation.

FIRST AID TRAINING PROGRAM for company employees was inaugurated recently to help prevent accidents. Shown below are members and instructors of the first class which completed basic, advanced and instructor training.





ROCK HUDSON believes United States Savings Bonds are one of his best investments, and reminds all of us to invest in the future through payroll deductions.

ELAINE SAUNDERS, general clerk in Northern Division personnel office in Santa Barbara, is shown in the costume she wore during the city's colorful annual Fiesta. She is with four young flower girls.





ATTENDING RECENT MEETING of participants of University of Michigan's executive training program was Donald C. Power, System management. Seen in picture is J. C. Ore, General Telephone Company of Iowa (left), and G. A. Wilke, special project engineer for our company.



OUR WHITTIER EMPLOYEES are giving an all-out boost to the merchandising program. This poster, drawn by Operator Carol Jones, is admired by her fellow operators, Dianne Torres and Joanne Kreuzleber.

LOANED TO CHEST—Eugene D. Marsden (left), public relations representative, now on loan to the Community Chest through November, discusses the 1958 campaign poster with Willard W. Kieth, chairman of the Chest's loaned executive program, and Steve Bromly, 1958 Chest Campaign chairman. Marsden will help organize and plan employee campaign in Beverly Hills area firms.

OFF FOR VEGAS recently was Elea nor Thrower, Santa Monica service representative, who won an all-expense two-day trip to the Nevada spa for being Western division grand prize winner for monthly extension sales.





A LARGE TURNOUT of Central Division friends gathered for an evening dinner in Whittier recently to extend greetings to Allan G. Cooley, on the occasion of his transfer as division manager from the Central to the Eastern Division. From left: Mrs. Cooley, Allan at the microphone, Mrs. C. B. Baldwin and Mrs. R. L. Thorburn.



NELLE NELSON, executive secretary to Harlan W. Hoberecht, executive vice president, recently was "planned" by her boss in honor of her 35 years of service with the company. Looking on were company executives and their secretaries. From left: Ruth James, executive secretary; Guy T. Ellis, former controller; Mrs. Nelson; Florence Wallace, executive secretary; Mr. Hoberecht; R. B. Chase, vice president and treasurer; Virginia Metzger, executive secretary; Edwin M. Blakeslee, chairman of the board; Betty-jane Hutchins, executive secretary and A. M. Hart, secretary and attorney, after they congratulations.



A MODERN "PEARL"—Orin W. Hamel, right, installation foreman for the Laguna Beach office of the General Telephone Company, presents Mrs. Paul Ewer, a native of Tahiti and expert pearl diver who recently moved to Laguna Beach, with the 9000th telephone in the Laguna area. Tom Mulvey, who installed the phone, is shown in the center.



IT WAS A GALA NIGHT recently when company friends attended an evening dinner in Santa Monica honoring E. C. Rahdert, former chief engineer, now operating vice president for General Telephone of Pennsylvania. From left: Rahdert, President L. E. Tattin, Operating Vice President Dean M. Barnes and Chief Engineer Hans Kroepelien.



The Story at a Glance

Continued

GRAND SWEEPSTAKES WINNER for float was General's Lancaster entry in recent Antelope Valley Fair. Built by our employees, the clever float showed telephone service to the moon. On float above are ... rrarret Stephens at the switchboard, Leland Potter as the lineman, and Carolyn Gilman as the moon girl. Standing by are Harry Gifford, Floyd Habecker, Lorraine Mann, Peggy Hamman, Myrle... and Lillian Fearnley.





SCHOOL SAFETY was promoted recently by our company when the "Back to School Movement" got underway with the cooperation of our Safety Department. Bumper stickers are posted on all company automobiles reminding motorists to drive with special care. Inspecting the stickers are Cleo Smelser, Harlan W. Holmwood, executive vice president, Pam and Penny Wells ("Safety Twins" for Santa Monica Chamber of Commerce), George Harrison and Malin A. Sherwood, Santa Monica installer.

LANCASTER PLANT SALES winner recently was Lineman Fred Griep, who was rewarded for his record monthly sale of extensions with a sparkling new automatic barbecue. Fred is shown horseless in plaid shirt to right of his prize. His fellow workers and R. D. Collins, former Western Division manager, stand by.





"WHAT A CONTRAST!" says Gertrude Algeo, former Long Beach service representative who retired recently. She compares our new model 80 instrument with the "candlestick" model which was used when she came to General 30 years ago. She's now in Europe on a four-month vacation.



OVER 96 YEARS of telephone service were represented by this foursome at a recent retirement party given in honor of former Santa Monica Operator Louise Shepherd, who retired after almost 30 years of service. From left: Edna Anderson, Louise, Ann Meyers and J. P. Berenbeim.

JOAN SUGGS, queen of the recent Pomona Fair, visited the colorful General exhibit there and described the scene to KNOW radio listeners as S. A. Jacobucci and Dell Moore stand by.





OTIS CAMPBELL, Western Division manager, recently was presented a 30-year service pin by President L. E. Lattin. Ceremony was performed at entrance to the General Office building, and was attended by top executives, department heads and division managers.



UMMM—SMORGASBORD! The girls in the General Office cafeteria recently served a delectable array of food to employees in the form of a Swedish *Smorgasbord*. Overseeing the operation were Lillian Abbott, cafeteria coordinator, and Bess Williams, supervising matron.



AT RECENT RETIREMENT DINNER given in his honor, Ralph D. Collins, former Western Division manager, chatted with some old friends. From left, Edwin M. Blakeslee, chairman of the board and chief executive; Collins; Charles F. Mason, honorary chairman of the board; and L. E. Lattin, president.

Pigskin Play

Photos by Bill Brown

IT HAPPENED IN WHITTIER'S PALM PARK on a recent Sunday—a cleanly fought clash for touchdown and tackle between the General Office and Central Division football teams. The final score was 6 to 0 in favor of the G. O. team, but all agreed it was a well-played and exciting game. The picnic which followed the game was enjoyed by the gridmen and their families.



This may appear to be a relaxed get-together, but actually it's the G. O. team taking a well-deserved rest at the half. John Holt headed the victorious group.



Out to get his man is Central Division's Mike O'Donnell, left, who tackles a G. O. man that didn't get away.



The teams prepare to resume play. Note Marlon Brando torn shirt style modeled by Don Roy (center), of Central Division.

Although they didn't score, the Central boys still managed a big smile for the cameraman. Bill Willes was captain of the team.



The wives form an interested group of sideline spectators, later set up food for the picnic, which was enjoyed by everyone.



The New Social Security

On August 28, 1958, President Eisenhower approved changes in the Social Security Law, which provide for an increase in old age, survivor and disability insurance benefits for all now receiving benefits and those to receive them in the future. Social Security is a protection to the worker and his family by providing an income in case earnings are curtailed by old age, disability or death.

When the changes go into effect on January 1, 1959, contributions (taxes on wages) of all covered employees will go up to 2½ per cent on the first $4800 of earnings or a maximum of $120 a year. The company's payment is also increased to 2½ per cent, since our company makes an equal contribution to your Social Security. The present rate is 2¼ per cent on the first $4200 or a maximum of $94.50 a year. This means you might pay a maximum increase of $25.50 for 1959 or a little more than $2.00 a month more than at present.

Further, the law provides for an increase in future years, as outlined below, until 1969, when the percentage will reach the top figure of 4½ per cent.

RATE OF TAX
(in percentages)

	Employees	Employers
1959	2½	2½
1960-62	3	3
1963-65	3½	3½
1966-68	4	4
1969 and thereafter	4½	4½

Individuals receiving benefits now will have their benefits increased by about 7 per cent over the present level. The *minimum* increase in the benefit of a worker who retired at or after age 65 will be $3.00. The average increase for workers now retired will be about $4.75 per month. Due to an increase in the wage base ($4800) on Social Security taxes it will be possible for persons making $400 a year or more to receive a maximum monthly benefit of $127.00 instead of the present top of $108.50. The maximum monthly family benefit will be increased to $254.00 over the present top of $200.00.

If you are 65 years of age and an insured worker, you are entitled to benefits. It is not necessary that you retire completely to receive benefits since you can earn as much as $1200 a year without loss of any Social Security by you or your family. It will be possible for you to receive full benefits for any one month that your earnings do not go over $100, even though the $1200 limit is reached. When you reach the age of 72 there is no limit to the amount you can earn and still receive full benefits.

The new law makes no change in the age at which women can become eligible for Social Security. Women workers may elect to retire at the age of 62, but they receive only 80 per cent of the benefit they would be entitled to at 65. It is important to remember that a lower pension once accepted continues for life. It *does not* go up to a higher amount after age 65 is reached.

If, at the age of 50 or older, you should become completely disabled and unable to work, you may start drawing the full amount of benefits to which you would be entitled at age 65. The California State Bureau of Vocational Rehabilitation decides whether an applicant is disabled, on the basis of medical evidence from a doctor or hospital.

One of the requirements is that you must have been disabled for at least six months before disability insurance benefits can start. The new law eliminates the offset provisions that reduce or stop Social Security payments according to the amount of other compensation. Previously, Social Security disability benefits had to be offset against payments from other Federal sources or Workmen's Compensation. Now the Social Security disability benefits may be received in full.

Benefits are not paid automatically to the worker when he reaches 65. It is the individual's responsibility to file a claim and only then will any benefits be paid. Whether or not you intend to quit working when you reach 65, it is important for you to call your local Social Security office to check on benefit rights.

The Social Security Board in computing your benefits uses all formulas to insure that the retired person receives the highest amount possible in benefit payments.



"I don't understand it, but the other party's talking on his phone too."

New Associate Editor for Eastern Division--Stires Succeeds Schey



Stires



Schey

M. M. Stires, Pomona personnel supervisor, has been appointed associate editor for the "General News" for the Eastern Division. He succeeds Lois Schey, PBX service advisor in Pomona, who has served as an associate editor on the magazine staff for the past several years.

Mrs. Schey is well-known to Eastern Division employees for her contributions to the "News," and it is with sincere regret that the magazine received her resignation.

Promotions to Management



June M. Hutchinson
Operator, Long Beach, to supervising operator.



Anna M. Howard
Operator, Lone Beach, to supervising operator.



F. J. Van Valkenburgh
Administrative clerk, General Traffic, to traffic assistant.



Gwendolyn J. Halfacre
Operator, Santa Monica, to supervising operator.



Gene S. Tamplin
Engineering fieldman, Whittier, to engineer (B)—apportions, General Engineering

Dayle Dameron's

editor's note:

Ever see a telephone next to a tree? Some 5,600,000 people who get The Saturday Evening Post of October 25 will see a full page color advertisement of a pink telephone next to a growing, firmly rooted tree. This symbolizes the fact that General Telephone is well-grounded in areas that are growing and have growing needs. The same ad will run in several other national publications. Such effective advertisements as this have prompted Editor and Publisher, a national trade publication of great renown, to award General Telephone their citation for effective newspaper advertising. They give what might be termed a rave review of our present national advertising program, and relate how Donald C. Power, president of the General System, works closely with our advertising agency in planning this successful program.

• • •

Telephony is receiving recognition more and more in our educational system. A series of adult education courses offered by the Redondo Union High School features a basic telephone course, according to John Booth of General Merchandising.

• • •

Because of a tremendous response from our employees to Mrs. William L. Clark concerning the tragic death of her husband recently, we are deviating from our policy of not printing announcements for this month only, and call your attention to the following:

"We wish to express our thanks and appreciation to General and its employees for their many kind deeds and expressions of sympathy received by us since the death of our husband and father, William L. Clark.

(signed)
Joy Clark and family"

• • •

How's your bridge game? Santa Monica's Bridge Club, sponsored by the ATOM Club, has some real sharpies who are playing their cards close to the chest in their battle to gain the club trophy. Leading in points at the moment are Les Garretson, Ed Gordon, Pete Bowman, Mr. and Mrs. Glenn McCrumb and Mrs. Warren Androus.

• • •

The Santa Monica Toastmaster's Club recently elected new officers and climaxed what has been a most successful first year with a gala installation dinner. New officers are: Jack Corrodi, president; Robert McGill, educational vice president; Robert Pearson, administrative vice president; Fred Van Valkenburgh, secretary; Norman Montgomery, treasurer; and James Case, sergeant-at-arms.

• • •

John A. Scott, marketing and development engineer in General Commercial, has been elected chairman of the Board of Governors of the American Statistical Association of Southern California. He has served as president of the Association, America's oldest professional society, for the past two years.

• • •

Several of our Lindsay employees were honored by the Air Force recently for their participation in the Ground Observer Corps. A special award went to William Jarboe, district engineer, and recognition was given to Grayce Rush, chief operator, and Wilma Wilson, service representative. These Lindsay employees are to be commended for their many hours of service in our country's vital aerial defense organization.

• • •

Gary Mattila, San Bernardino commercial representative, has taken an active part in that city's Junior Chamber of Commerce for several years, and is presently serving as secretary for the organization. Gary, or "High Pockets" as he is known, has the distinction of being the

group's tallest member—standing 6'7". He recently received a very favorable profile write-up in the Jaycee's monthly magasine.

* * *

Fred Fletcher, Redondo splicing foreman, would like to see a General Telephone Company Basketball League become a reality. Any basketball groups in exchanges who feel the same may should contact Fred by phone as soon as possible at FR 68014 or FR 21944.

* * *



Mystery Sign

If the above picture is puzzling to you, it is no less so to us. The picture was taken by an employee who mailed it along with a note that he had run across the sign in a remote part of the Mojave desert, near 29 Palms. The employee failed to sign his name, so we can't give any further information on what is something of a mystery. Perhaps we have a desert hiking club, or then again it may be that we have a conscientious employee who has decided to further the name of General—both in and out of our operating territory. Anyway, here is the picture—so that you can write your own solution.

* * *

George Janesick, San Joaquin division manager, sent us a clipping from the Lindsay Gazette recently which reads more like fiction than fact. Fantastic as it may seem, the following is a list of employee rules and regulations which was set forth in 1856 by the Carson, Pirie and Scott department store in Chicago.

REGULATIONS TO EMPLOYEES:

1. Store must be open from 6 a.m. to 9 p.m.
2. Store must be swept, counters and base shelves dusted, lamps trimmed, filled and chimneys cleaned, a pail of water, also a bucket of coal brought in before breakfast, and attend to customers who will call.
3. Store must not be open on the Sabbath Day unless necessary and then only for a few minutes.
4. The employee, who is in the habit of smoking Spanish cigars, being shaved at the barber shop, going to dances and other places of amusement, will surely give his employer reason to be suspicious of his honesty and integrity.
5. Each employee must not pay less than $5 per year to the church and must attend Sunday School regularly.
6. Men employees are given one evening a week for courting and two if they go to prayer meeting.
7. After 14 hours of work in the store, the leisure time should be spent mostly in reading.

Signed: The Management

* * *

Donald P. Belling, engineering assistant in General Engineering, has entered the private as well as the public utility field. He has been re-elected secretary-treasurer and member of the board of directors of the Monte Nido Community Association at Malibu. And what is that? Why a private water association, of course!

* * *



Trophy Winner

George Chippendale, dispatcher at our General Office garage, has reason to be proud of his prowess at the wheel—steering wheel that is. He has won a covey of cups in week-end drag races, and is aiming for the sweepstake cup if all goes well.

* * *

You might not ordinarily think of an engineering fieldman as being a singer of popular ballads on television, but that is the case of Santa Monica's Mario Lizarraga. "Marty" recently oiled his pipes and gave forth with song on a whole series of appearances on KRKD's "Search for a Star" program. "Marty's" style kept him in competition through the preliminaries right up to the finals, and although he didn't win that grand prize, he feels he gained some valuable experience. He doesn't plan to desert telephony for the stage, but if the boys in Santa Monica's engineering office start hearing some melodic crooning, they'll know where to look.



Marty

* * *

Don't look for meanings in words, but in the person who is using them.

Classified Ads

FOR SALE: '52 red Ford convertible, white sidewalls, heater, continental kit, wire wheels. $450. Call GR 24025 after 6.

FOR SALE: '57 Lloyd, small German economy station wagon. $716.41. Call GR 74426

Service Anniversaries



Nelle F. Nelson
Secretary
General Office
35 years



Otis W. Campbell
Division Manager
Santa Monica
30 years



Gladys Davis
Operator
Covina Traffic
30 years



Edwin L. Hickman
Splicer
Lancaster Plant
30 years



Helen A. Malloy
Senior Stenographer
Long Beach Commercial
30 years



Irene Lockwood
Stenographer
Oxnard Plant
25 years



William A. Lockett
Station Installation and
Repair Supervisor
20 years



Archer B. Duncan
Wire Chief (C)
Huntington Beach Plant
20 years



Richard McGinn
Combination Man
Lancaster Plant
20 years



Alice M. Jones
Service Representative
Supervisor
20 years



Edwina Schatz
Commercial Office
Supervisor
West Los Angeles
Commercial
20 years

15-Year Emblem

Ada B. Browne, West Los Angeles, plant
Ruth R. Cunningham, General Office, actg.
Clarence L. Kuethe, Santa Monica, plant
Mary J. Larson, West Los Angeles, traf.
Faye H. O'Brien, Redondo Beach, plant
Ronald F. Williams, Ontario, c. o. maint.
Eva P. Wright, General Office, purch.

10-Year Emblem

Charles L. Baughman, Redondo Beach, plant
Joseph Bazzi, Santa Barbara, plant
George C. Bewley, Downey, plant
Merrill E. Bragg, General Office, eng.
Ruby W. Burkhalter, General Office, eng.
William P. Bush, General Office, plant
Thomas J. Coburn, Long Beach, plant
Homer G. Diamond, Santa Monica, plant
Berton E. Dotter Jr., General Office, eng.
Robert J. Eyman, General Office, eng.
Irene C. Fitzgerald, General Office, rev. actg.
Henry A. Gaines, Santa Monica, plant
Elmer E. Gennari, Santa Monica, plant
Osa J. Grant, Jr., General Office, eng.
James W. Halicus, Long Beach, eng.
Robert E. Hall, San Bernardino, plant
Frank Hess, General Office, equip.
Harold J. Johnson, Santa Monica, plant
Orville L. Leaman, Whittier, plant
David M. Libby, Santa Monica, plant
Robert J. Miller, Lompoc, c. o. maint.
Edward V. Munter, General Office, eng.
George E. Pearson, General Office, plant
W. N. Pierson Jr., Santa Monica, eng.
John Rothwell, Jr., Santa Monica, plant
Thomas E. Sabal, Pomona, eng.
Leonard W. Savage, San Bernardino, eng.
Fredrick J. Seide, Long Beach, eng.
James A. Sheerer, General Office, eng.
Gerald S. Stoddard, Lancaster, c. o. maint.
Maurine B. Talley, Oxnard, traf.
C. N. Tingstrom, Redondo Beach, eng.
Elwood L. Valencia, Covina, plant
E. G. Van Boemel, Downey, eng.
Byron O. Walker, San Bernardino, eng.
R. L. Waltenberger, San Bernardino, c. o. maint.
Howard L. Welch, Pomona, plant
Marion H. Wilson, Pomona, plant
Robert E. Wilson, Lindsay, eng.
Reaford F. Young, Santa Monica, eng.

California
GENERAL NEWS

Published at 2020 Santa Monica Boulevard, Santa Monica, Calif., for the employees of the General Telephone Company of Calif.

DOYLE DAMERON
Editor

Associate Editors: Paul Gallihar, Central Division; Chili Gray, Southern Division, Charles Eliason, Northern Division; Ted Hunter, Western Divisan, Mel Stires, Eastern Division and Juanita Kirkland, San Joaquin Division.

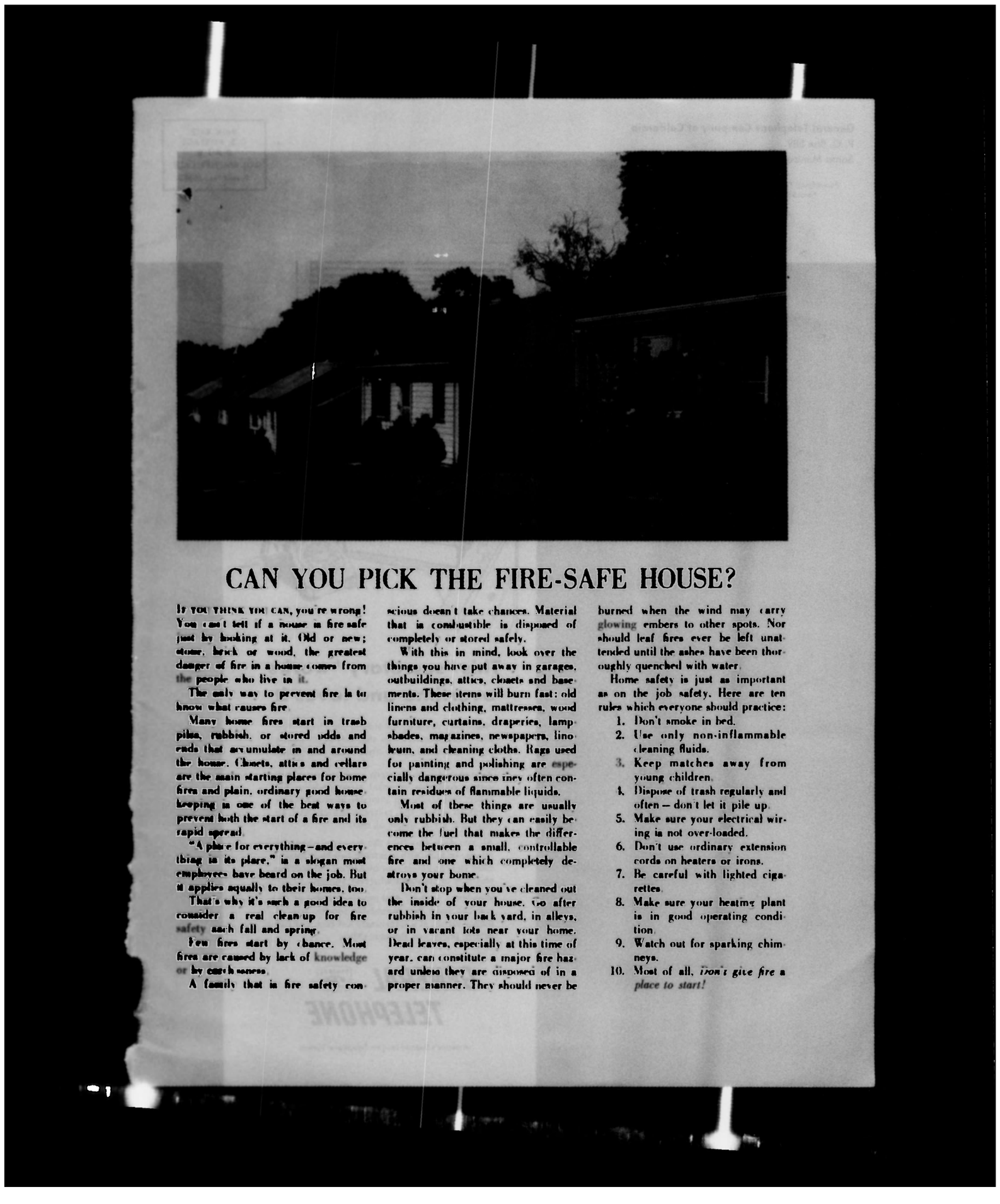
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Vol. XX No. 10

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CAN YOU PICK THE FIRE-SAFE HOUSE?

IF YOU THINK YOU CAN, you're wrong! You can't tell if a house is fire safe just by looking at it. Old or new; stone, brick or wood, the greatest danger of fire in a house comes from the people who live in it.

The only way to prevent fire is to know what causes fire.

Many house fires start in trash piles, rubbish, or stored odds and ends that accumulate in and around the house. Closets, attics and cellars are the main starting places for home fires and plain, ordinary good housekeeping is one of the best ways to prevent both the start of a fire and its rapid spread.

"A place for everything—and everything in its place," is a slogan most employees have heard on the job. But it applies equally to their homes, too.

That's why it's such a good idea to consider a real clean-up for fire safety each fall and spring.

Few fires start by chance. Most fires are caused by lack of knowledge or by carelessness.

A family that is fire safety conscious doesn't take chances. Material that is combustible is disposed of completely or stored safely.

With this in mind, look over the things you have put away in garages, outbuildings, attics, closets and basements. These items will burn fast: old linens and clothing, mattresses, wood furniture, curtains, draperies, lampshades, magazines, newspapers, linoleum, and cleaning cloths. Rags used for painting and polishing are especially dangerous since they often contain residues of flammable liquids.

Most of these things are usually only rubbish. But they can easily become the fuel that makes the differences between a small, controllable fire and one which completely destroys your home.

Don't stop when you've cleaned out the inside of your house. Go after rubbish in your back yard, in alleys, or in vacant lots near your home. Dead leaves, especially at this time of year, can constitute a major fire hazard unless they are disposed of in a proper manner. They should never be burned when the wind may carry glowing embers to other spots. Nor should leaf fires ever be left unattended until the ashes have been thoroughly quenched with water.

Home safety is just as important as on the job safety. Here are ten rules which everyone should practice:

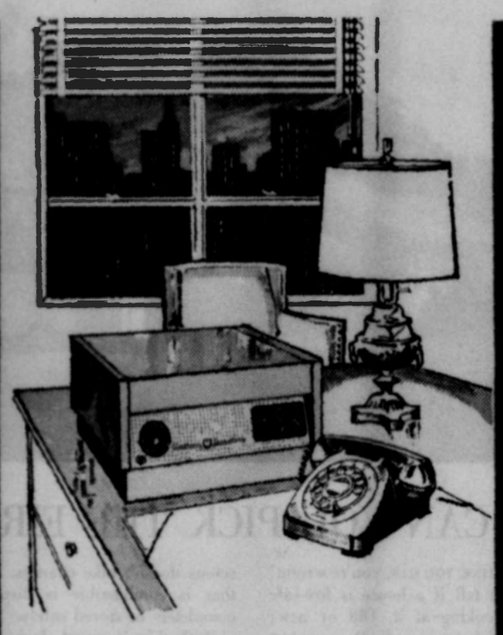
1. Don't smoke in bed.
2. Use only non-inflammable cleaning fluids.
3. Keep matches away from young children.
4. Dispose of trash regularly and often—don't let it pile up.
5. Make sure your electrical wiring is not over-loaded.
6. Don't use ordinary extension cords on heaters or irons.
7. Be careful with lighted cigarettes.
8. Make sure your heating plant is in good operating condition.
9. Watch out for sparking chimneys.
10. Most of all, *don't give fire a place to start!*

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June 13, 1959

ADMINISTRATIVE FILE
Affiliate, Request to
Holland, Neil
AFL-CIO - Broadcast
Employees Technicians

Mr George Smith
Int'l. President
[redacted] (AFL-CIO-CLC)
80 W Jackson
Chicago, Illinois

Dear George:

At its May 25 meeting, the Local 11 Executive Board set up a committee to investigate all manner of means of gaining support and strength for the International Union, and to make a report to you. I was elected to the Board on June 1, but am not a member of that committee. Nonetheless, I have been active in that field.

As you will note from the enclosed material, I have written to Harold J. Gibbons, an old friend from Retail Clerks' days, and asked whether Hoffa would be interested in setting up a "Communications Division" as a unit of the Teamsters. A copy of his reply has been included in the enclosed material.

At the June 18th meeting of the Local 8 Board I intend to put a Resolution on the floor asking that the official position of the Local be to ask you to deal directly with the Teamsters. This letter is to put you on notice of what has been happening here, and to give you an advance opportunity to contact Gibbons or Hoffa.

I call your particular attention to the section of my report to the Local 8 Board in which I explain the past relations between Hoffa and myself, which led to my testimony in Washington. This is a true and complete report of the incidents testified about. This will also give you personal information to meet whatever objections Hoffa may have toward me, as it may relate to our own Union.

I can tell you (as you probably already know) that IBEW has been passing a hemorrhage ever since word was deliberately leaked that we were talking to the Teamsters, and that there is a likelihood of their coming up a bit, in a belated effort to sway the men on their side. I am convinced, however, that strong sentiment for Hoffa is running here.

Surely something like this must have come up at the IBEW meeting, and it might be helpful if you would pass the information along to Russ Atlas. Pending action of the Local 8 Board, Atlas is indicating no position or opinion, either way, and this is quite correct for him.

If it later develops that I can do anything personally to assist you in this matter, it goes without saying that you can call on me.

I shall take no further steps, except to build local sentiment toward a strong and fairly-based alliance with the Teamsters. Future direct action will rest in your hands.

With kindest personal regards, I am

Fraternally yours,

NEIL HOLLAND

June 13, 1959

Mr Harold J Gibbons
Int'l Brotherhood of Teamsters
25 Louisiana Avenue NW
Washington 1, D. C.

Dear Sir and Brother:

Your letter of June 9th has been received and transmitted to Howard T. Atlas, President of Local 211, NABET. A copy was forwarded to George Smith, International President of NABET.

The Executive Board of Local 211 will act on June 18 on a Resolution calling upon Smith to meet with you or such other officers of the Teamsters as may be proper, in further exploration of the matter we have discussed informally.

Unless further assigned in the matter by NABET, my part in the situation is now finished. I can advise you, however, that strong sentiment for the Teamsters is running through the local membership, and it is our information that similar sentiment is developing elsewhere.

I am enclosing my report to the Local Executive Board, and call particular attention to my explanation of the testimony I gave before the Senate Committee, and my own understanding of what happened and why. I trust this will suffice, for the moment, to alleviate any pain which has been occasioned by that action.

Should there be any further effort on my part which would assist either party in any subsequent negotiations, I stand ready and willing to do whatever I can.

With kindest personal regards, I am

Fraternally yours,

NEIL HOLLAND

Copy: HTA

9-6

...ecutive T. Atlee June 11, 1959

FROM: Neil Holland, X Bd Unit #5

Enclosed herewith is a carbon copy of a letter addressed by me to Mr. Harold J Gibbons, Administrative Assistant to James R. Hoffa, General President of the International Brotherhood of Teamsters, and his reply to that letter.

It appears to me that there is no indication of interest on the part of the Teamsters' Union, along the lines mentioned in my letter, and that this interest should be followed by action on our part.

In order that there be no confusion, I make note of the remarks in my letter, as follows:

1. I was not attempting to make a personal "deal", or promise to deliver anything. I was reporting the interest which has been widespread among the New York members in a "Communications Division" of the Teamsters' Union, and asking whether they were interested in such a proposition.

2. I recognized that Walsh and Meany would probably attempt raids upon our jurisdiction, if we made such a move.

3. I indicated my personal desire not to jeopardize my position at NMU, if such a move were made.

As to my acquaintance with Mr. Gibbons, I met and worked with him while I was an organizer for the CIO Clerks' Union, and knew him as a man of very considerable organizational ability and great personal integrity. I would trust him, and I don't say this of many men.

It is my personal recommendation that we pursue this matter in the early future, making our local position quite clear, and pledging our best efforts to win prompt International action, if terms can be arranged of mutual advantage to our own members and the Teamsters.

I don't fool myself into believing we would get 100% approval of our members. [redacted] never 100% on anything, but it is my belief that something like 75 to 80% of our New York members would give their full approval and support.

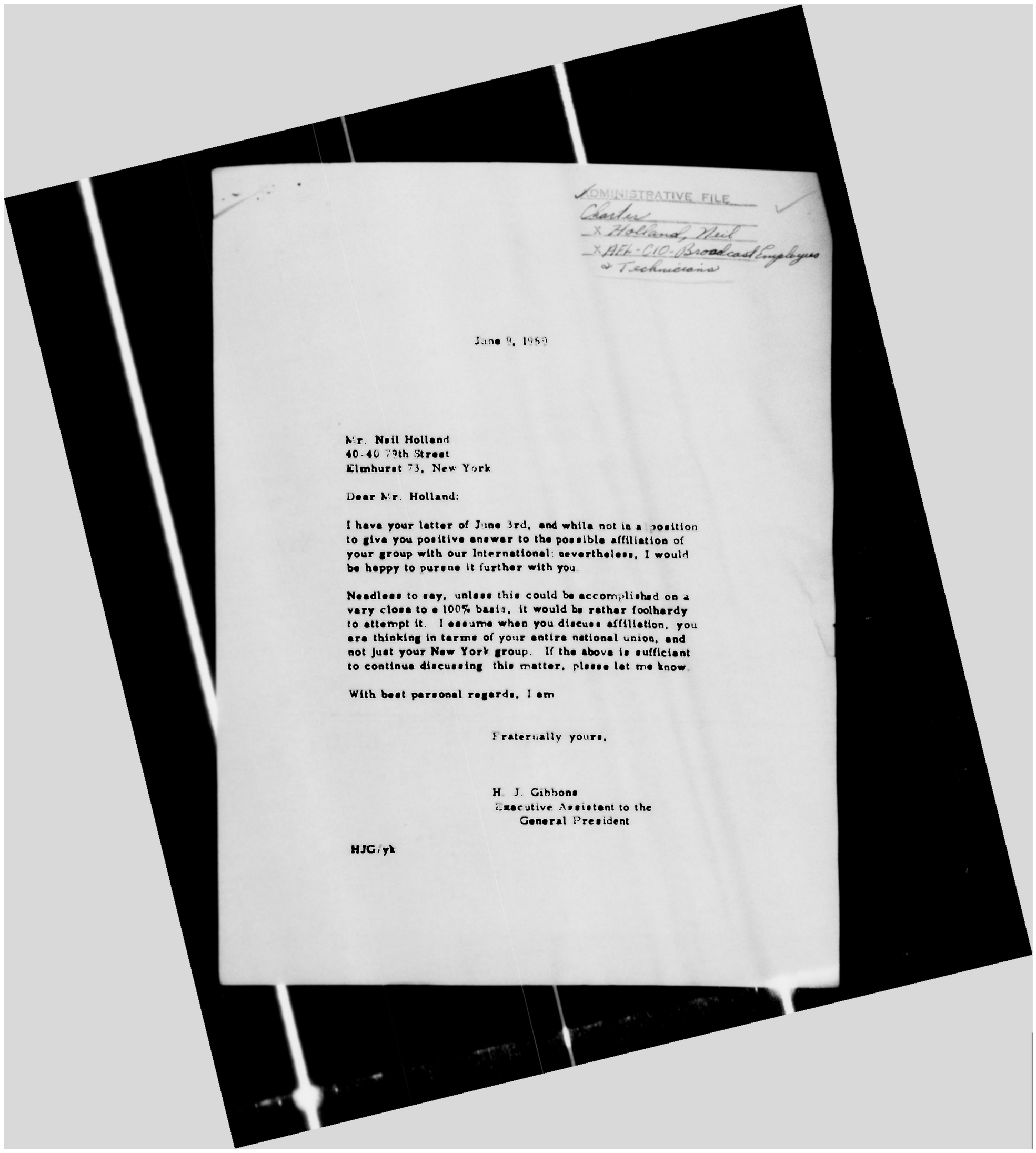
Perhaps by the time Larry Dansker returns from the NEC meeting, he will be able to tell you whether word of this situation has been leaked around the NEC meeting, and the general attitude of the men at the top of our Union. We can then be guided as to the best approach to them, at the appropriate time.

You have my personal pledge of full support and assistance in any action you take toward meeting and consulting with Mr. Gibbons.

A copy of this report is being sent to Mr. Gibbons.

Fraternally yours,

NEIL HOLLAND


ADMINISTRATIVE FILE
Charter
X Holland, Neil
X AFL-CIO-Broadcast Employees & Technicians

June 9, 1959

Mr. Neil Holland
40-40 79th Street
Elmhurst 73, New York

Dear Mr. Holland:

I have your letter of June 3rd, and while not in a position to give you positive answer to the possible affiliation of your group with our International; nevertheless, I would be happy to pursue it further with you.

Needless to say, unless this could be accomplished on a very close to a 100% basis, it would be rather foolhardy to attempt it. I assume when you discuss affiliation, you are thinking in terms of your entire national union, and not just your New York group. If the above is sufficient to continue discussing this matter, please let me know.

With best personal regards, I am

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk

Neil Holland
40-40 79th Street
Elmhurst 73, NY

(12)

June 3, 1959

Mr. Harold Gibbons
International Headquarters
International Teamsters Union
Washington, D. C.

Dear Harold:

In view of my testimony before the Senate Committee, you and Jimmy may feel that I have a hell of a nerve to write to you, but I think the purpose is important enough to justify the action. I make no apology for the testimony, for it has no bearing on what I write of, at this time. Other matters are far more important, in my view.

You are surely aware that I am a member of the National Association of Broadcast Employees and Technicians (NABET) AFL-CIO-CLC, and that our Union just took a beating at the hands of NBC. I have just been elected a member of the Local Executive Board, but am not writing in that capacity

Here it is, in brief. The IATSE has always felt that we have no rights as a Union of broadcast employees. They feel we ought to join their Union, but the general feeling among the New York members is that Dick Walsh is far more interested in our jobs, than in the men who now belong to our Union. They also feel that affiliation with AFL-CIO has not brought the support and brotherhood which it was meant to bring.

Partly in jest, but also partly in sincerity, I mentioned that we might interest Jimmy Hoffa in forming a Communications Division of the Teamsters Union. The idea has taken tremendous hold on the members of NABET in New York, and it has since occurred to me that the Teamsters might really be interested in such an undertaking. I was asked by a number of the men here to contact you and see what you thought of the idea. I do not pretend to be able to swing any "deal". I have been a rank and file member, except for brief sessions as member of the Local Grievance Committee, and most of the time since 1951 have been a Shop Steward for one or another of the crews at NBC. However, these men are looking for a home, and for strong leadership, and the Senate Committee has shown Jimmy to be one of the strongest leaders in American Labor.

I do not fool myself into thinking that would be the end of our troubles, but word came to me today that the Company was having a fit (to use a polite term) at the very thought of the Teamsters coming into their sacred precincts. We would be subject to "raids" by Meany and several of the AFL-CIO Unions, if we moved in with you, but I know of no stronger hand we could grasp than the Teamsters.

If you are interested, and the men are sincere about wanting to go "Teamster", I shall be happy to work with both groups toward making the transition a real success. I shall ask nothing for myself, except that my job at NBC shall not be sacrificed to anyone's anger over past incidents.

Compared to the present strength of the ITU, our group would be a drop in the bucket, but it has interesting potentials.

I have written directly to you, because of our old nassociation in the Retail Clerks' Union, and becauae I felt that you grew to know me well enough in that fight to know that I have some integrity about trade unionism. Not too smart, politically, maybe, but certainly I can make claim to basic honesty in trade union matters.

Your early reply would be much appreciated.

With kindest personal regards, I am,

Fraternally yours,

NEIL HOLLAND.

PS: I will be home most evenings, next week, after 6:00 PM. My phone is Twining 8-8125

NH

REPORT TO AFFILIATION COMMITTEE
by Neil Holland, E. Bd. Unit #5, NBC

Acting at the direction of members of the Committee, I wrote to Herald J. Gibbons, Administrative Assistant to President James R Hoffa of the International Brotherhood of Teamsters, to enquire whether that Union would be interested in establishing a "Communications Division". The idea behind this approach was that our members have been asking for a new approach to the problem of negotiating with Management, and for an affiliation which would give us the strength we need to protect our conditions and our jobs.

Mr. Gibbons is an old friend of mine, from the days when we both worked for the CIO Retail Clerks' Union. He was International Vice-President, and Regional Director in and around St. Louis. Most of his members were employed in warehouses, and when the CIO splintered the Retail Clerks' Union, Gibbons went into the Teamsters Union to protect and improve the lot of his members. Gradually, he has progressed up the ladder of Teamster leadership, until today he is chief assistant to President Hoffa.

Some of you will recall that I testified before the McClellan Committee of the Senate, with respect to certain acts of Mr. Hoffa. I now desire to explain that situation, both to my fellow NABET members and to Mr. Hoffa. I will do so as briefly as possible and still give a reasonably complete picture. I believe this is necessary, in order that another side of Mr. Hoffa be made known to our members.

In 1945, I was President of Local 561 of the AFL Retail Clerks Union, and Business Manager of a small local union of jukebox people. The owners of the machines were members of "The Michigan Phonograph Owners Association" (MPOA), and as such signed a master agreement with the local union which I headed. Owners of less than 5C machines were self-employed, and as such were also members of the Union. These men paid a fee of 25¢ per month on each machine operated to MOPA, and the Union men paid a nominal dues to the Union.

MOPA issued a stamp for each machine, which gave the impression it was a Union Label, but actually the Union had no control over these stamps. MOPA also had 3 men on their payroll, as organizers, but these men were frequently instructed by the head of MOPA to conduct picket lines and generally act as "Union organizers". I protested this action and insisted that as of October 1, 1943, all stamps used in machines be legitimate Union labels. The fee was to be 25¢ per machine, as in the past, but the Union would control them and all picket lines. I also learned that the "Conciliator" of MOPA was advising his wife, whenever a location was found in violation, and when pickets appeared, his wife would install one of her machines.

My attitude constituted a threat to the Conciliator, and to his wife's tricky business methods, so he engaged in a campaign to destroy me. He attempted to rig a "frame" with the County Prosecutor, in Detroit, and was thrown out of the man's office. He then arranged his plan in Pontiac, in a neighboring county, and advised me that an owner in Pontiac who had withheld dues deductions was ready to pay up. When I collected the dues, I was placed under arrest by the Prosecutor and a detective for "extortion". I was held "incommunicado" in jail for five days. Not even my wife or lawyer could get to see me, but Jimmy Hoffa was allowed to visit me twice, in those five days.

m o r e

Hoffa told me that the prosecutor was "a hungry bastard", and that he was going to send me to jail for ten years unless I paid him $5,000 cash. I told Hoffa I didn't have that kind of money and neither did the Union. He told me I didn't realize what I had my hands on, if we didn't have a big bankroll. He repeated this on his second visit.

On sober reflection, I can realize what happened. There have been many occasions in Michigan when what Organized Labor feels to be quite legitimate and necessary acts have landed an organizer or other official in jail, and it has been necessary "to pay off" public officials to get them out. Having a busy and effective Union, I feel certain Hoffa had frequently dealt with this Prosecutor, and approached him as to what it would cost to get us out of the can. The price was $5,000, and I am quite certain none of that money was to go to Hoffa. I am equally as certain that Hoffa's primary purpose was to get us out of a jam -- BUT, I also suspect that he thought I would have been morally obligated to put my jukebox local into the Teamsters Union. That was the way we all had to protect ourselves and our members, in those days in Michigan, and the action of the MOPA chief was also typical of the times.

Fortunately, a majority of the jukebox owners were on my side in the situation, and they eventually forced a dropping of the charges, which were false, to begin with. You can see that being an organizer in that period was not likely ever to become dull.

So, that is the story behind my visit to Washington, in April. It was twisted by the press, and I am sure McClellan will twist it to suit his purposes, as well. The Labor situation is no more decent or moral today than it ever was. We have learned that, at NBC.

Now, to get to the problem of the moment. I don't know whether or not Hoffa will accept my explanation and get over being sore at me, but I don't think it's pertinent to our present problem.

I can say this, however, and I said it in my letter to Gibbons: After the beating we took at the hands of NBC, and after the failure of AFL-CIO to help or advise us in our time of worst trouble, members of this Union have been looking for a stronger arm to lean on. That is evidenced by the fact that our Local Executive Board has set up an affiliation committee. Even our local officers recognize our need.

The situation we face is very real, and very dangerous. IATSE has long waged a war that is all but open against us. There is good reason to believe that NBC top management is playing footsy with them, and hopes eventually to deliver us to IATSE, lock, stock and barrel. IATSE, in my opinion, is more interested in the NBC jobs we have than in the membership we have. I believe deeply that many of us would be out on our ears, in a matter of months, or at best in two years, and "favored sons" of IATSE would be where we are today.

None of the other AFL-CIO Unions in our industry can help us, NOR WILL THEY, for fear of IATSE and the legal complications of any such situation. George Meany, in the one time he intervened in our internal affairs, ruled against us. We kept strict silence, during our recent troubles. We have no strong friends at court, in AFL-CIO. I believe we face the danger of raids, which will grow worse as long as we remain there. That is the nature and the politics of the so-called "house of Labor". We cannot fight it successfully, from inside.

m o r e

Now, I recognize that many of our people have not learned from our recent experiences that we cannot be "gentlemen" and win a fight with NBC. However, I believe that most of our members, here in New York, and in many other sections of the country, are prepared to take the one step that can give us bargaining power on a level with NBC and the other exploiters we have to deal with. They recognize nothing but naked power. They mock our efforts to deal with our problems in any spirit of fairness. They openly bragged to our picket lines how they would make us come crawling back. I want that imbalance corrected, and I believe a majority of our members agree with us, in this.

The one lower leader in this Nation who has been singled out for a rousing attack in the Halls of Congress is Jimmy Hoffa. Teamsters' Union leaders. The one man with guts and ability to fight them on their own terms is Jimmy Hoffa. The one man NBC fears is Jimmy Hoffa.

I am no moralist, insofar as obeying anti-labor laws goes. My record in Detroit was one of flagrant disobedience of "notices" and other legal requirements which gave the employers of my members a good chance to delay long enough to win. My moral obligation has always been to win as many labor fights as I could, and to take any licking as a temporary defeat. I think my record at NBC bears that out. Any other member could have quit fighting, long ago. My one ambition is to see the day when NBC and ABC have to deal above-board and on terms of equality in strength with our Union.

Let me make one clear distinction, however. I believe absolutely that a Union has to live up to its agreements with employers. Any time we have the upper hand, we expect them to do it with us. If we lose one round of the fight, we have to lick our wounds and grow strong, so we can win, next time. Right now, we're licking some very deep wounds, and we need new strength quickly, or the wounds will get deeper.

I think that we in New York can provide leadership for the rest of our Union, and that if we show real leadership they will follow us in any reasonable course. My best information is that other sections of the country are already thinking as we are, but are waiting to see how the ball bounces. I believe we can direct how it will bounce, BUT NOT IN ANY DOMINEERING WAY; rather, through effective leadership.

I have knocked on a door of a friendly Union, and they indicate the door can be opened to us. I will gladly and proudly assist in the move to open that door further, and secure for us a new and better home in the Labor Movement. The real decision is up to us and our members.

I would like to say, at this time, that I don't take lightly the responsibilities which have fallen upon me as a result of my election to the Local Executive Board. Our people want leadership and sound advice, which I hope they will get from their local officers. If they do not, I am certain that those who will not lead will not hold office for very long. That is not a threat; it is an impression I get of the temper of our members, at this time. I think they mean it.

I think we can negotiate a square deal with Jimmy Hoffa, and that our members will be immeasurably better off for having taken his offer of a helping hand. Harold Gibbons makes one thing clear, however. We will have to be pretty nearly 100% in favor of the move, or it won't be worthwhile for them to make the effort to make a home for us. That is just plain good sense, as I'm sure you'll appreciate.

m o r e

So, here we stand at a crossroads of our history as a Union. Joining the Teamsters as a unit won't automatically solve our problems, but it certainly ought to make the job easier.

Let's not make any mistake, however. We aren't going to be able to sit back and take it easy, and expect the Teamsters to do the job. We've got to grow up and mature, as trade-unionists, and realize that man get out of their Union only what they put into it. The Teamsters was built on blood and guts of the first order. They've fought long and desperate battles, ever since they were formed as a Union. Their present strength continues because their members realize they need men of extraordinary guts and determination, and the average member won't fold up because of the public attacks against their Union and leaders.

You aren't going to get along in the Teamsters' Union with any nonsense about being "professionals", or white-collar workers. You're working for wages, and fighting with a dirty and tricky employer, as selfish about giving you any conditions as any truck owner ever was.

You'll have to be ready, at any given time, to make the sort of fight you did when we were out at NBC, BUT YOU'LL HAVE ALLIES AND VERY EFFECTIVE FRIENDS at your side, working and fighting in your behalf.

I think they'll make the difference, in our fight for a strong and effective Union and a decent contract which PROTECTS us.

I think this is the type of Unionism you men want, and I want to help you realize your hopes and needs. I pledge you my very best effort toward that end.

Let me make this last statement, and I'll shut up. I was never so proud to be part of a group, as I was during our NBC fight. I just hope we learned our lessons well enough that we can fight through to a logical conclusion and result. We CAN do it.

Fraternally yours,

NEIL ROLLAND.

6-10-59

Dear Harold:

I'm going to do this in longhand, in order to get the job done in a minimum of time.

Since I last wrote to you, I have discovered that the Local Executive Board has established a committee for the purpose of exploring possible affiliations, mergers, or other relationships which would be of benefit to the membership. They would prepare a report and submit it to the International Union for further action.

There's a sort of timetable to this, too. In September, we will have our International Convention, and it is almost a certainty that George Smith will not be re-elected. It is just as likely he won't even run.

In addition, our International Executive Council has authority to execute mergers and affiliations. The fact is that this provision was put in because of an outfit in Canada which was dickering to come in, and we didn't want to hold it up by technicalities. But, as I read it, they could put us into another Union, on something like the plan I suggested, without the necessity for a membership referendum.

However, as I read the sentiment among our New York members, the Teamsters would get about 75% to 80% of the vote, if we got a "Communications Division", as I suggested earlier.

In view of the court action reported today, I wonder whether Jimmy wants to assume any new problems, but that is a decision you fellows will make.

2

The fact of the matter is, our guys are damned good and scared from their recent experience. No organization in the industry is going to be able to win a strike, without powerful outside help. I doubt if even a decent new contract can be won, due to the many technological devices, without the ability to shut off the employees, and who but the Teamsters can do anything like that?

Aside from the undeniable problems inherent in the industry, the possibilities presented in the situation seem rather fascinating, to me. There are a lot of loose ends hanging around which could be picked up by an enterprising outfit, as I see it.

If these men were given some identification as an entity, I'm sure they'd be enthusiastic about the prospects of getting things done. There aren't very many "seasoned" Union men, here, but there's nothing like a good kick in the teeth to give a group the sort of seasoning they need. They'd be all right, in the long run, if they gained some confidence in the possibility of muting Management on anything like even terms.

If you, or some other responsible representative want to meet the local committee, I can arrange it, and be perfectly legal in such an undertaking. I'll wait for your reply, and act on it as quickly as I can.

Fraternally yours,

Nick Salvatore

Neil Holland
40-40 79th Street
Apt. C-312
Elmhurst 73, New York

ADMINISTRATIVE FILE
Affiliate, Request to
X Independent Union-
Tool & Die Craftsmen
X Weir, Phil H.

June 9, 1959

Mr. Joseph Diviey, Vice President
Iotornotionol Brotherhood of Teomsters
25 Teylor Street
Son Froocisco, Californie

Deor Sir ond Brother:

Attoched communicotion from Phil H. Weir is self-explonotory, ood is boing forworded to you for your information.

Freternolly yours,

James R. Hoffe
Generol President

JRH/yk
Eoc.

June 9, 1959

Mr. Phil H Weir
P. O. Box 116
Hayward, California

Dear Mr. Weir:

Thank you for your letter of June 6th in regards to possible affiliation of your organization with the Teamsters Union.

I have forwarded this communication to our Vice President in your area, Joseph Diviny, 25 Taylor Street, San Francisco, California, who will in all events be in touch with you.

Very truly yours,

James R. Hoffa
General President

JRH/yk
cc: Joseph Diviny

TOOL AND DIE CRAFTSMEN

AFFILIATED WITH NATIONAL INDEPENDENT UNION COUNCIL

3124 EAST 14TH STREET
FRUITVALE PROFESSIONAL BUILDING
OAKLAND, CALIFORNIA
PHONE KELLOG 4-6518

Jure 6, 1959

James R.Hoffa,General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N. W.
Washington 1, D.C.

Dear Brother Hoffa:

Several business agents of your locals here in the San Francisco Bay Area have suggested that a letter be written to you personally, and because of their suggestions, I have been authorized by the Executive Board of the Tool and Die Craftsmen to contact you with reference to the tremendous possibilities of an organization strictly for Tool and Diemakers within your organisation. I am at the present time a member of the Executive Board, have served two terms as Presiient of the Union, and am Chief Shop Steward at Friden Calculators Inc. of San Leandro, California.

Our union is 5 years old having broken off from the International Association of Machinists with which group set-upwe had no recognition. We are interested in a complete division for tool and diamakers within your organization, and this would be on a national scope as there are men of the independent groups of Tool and Diemakers in Los Angales, Detroit and Chicago and many eastern cities whose names were given to us and which could be supplied to you. You will note in the folders accompanying this letter the interest of skilled groups such as ours within the independent type unions. More details about our own union are also enclosed. (I should appreciate the return of these folders with your reply.)

Although powerful, our small group recognized the need of affiliation with a large organization such as yours in order to be able to cope with the tactics and pressures exerted against us by the employer groups, Friden's and Marchant's in particular, in the San Francisco-East Bay Area. Hoping to hear from you in the very near future, I remain,

Fraternally yours,

Phil H Weir

Phil H, weir
P O Box 116
Hayward, California

PHW:jr

LOCAL UNION 866

PUEL, OIL, TRUCK DRIVERS AND HELPERS, OIL BURNER SERVICE, ALLIED EMPLOYEES

Affiliated with

International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
A. F. of L.

743 MAIN AVENUE • PASSAIC, N. J.
PRescott 8-1341 PRescott 8-3462

JOSEPH CORSI
PRESIDENT

A. C. CONTALDI,
SECRETARY-TREASURER

JUNE 8, 1959

ADMINISTRATIVE FILE
Affiliate, Request to
X Independent Union -
Gulf Petroleum
Trade's Employees
Union, Incorporated
X Gulf Oil Company
X Bohler, Gus

MR. H. GIBBONS, VICE PRES.
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
25 LOUISIANA AVE. N.W.
WASHINGTON 1, D.C.

RE: GULF PETROLEUM TRADES UNION INC.

DEAR BROTHER HAROLD:

BROTHER ZWOLINSKI AND GUS BOHLER OF THE GULF UNION WERE TREMENDOUSLY IMPRESSED BY THE FACT THAT YOU AND JIMMY TOOK TIME OUT FROM YOUR BUSY SCHEDULE TO DISCUSS THEIR PROBLEMS. THEY WERE ALSO IMPRESSED WITH THE INTERNATIONAL HEADQUARTERS AND ITS FUNCTIONS, THEY ARE CONVIENCED THAT ONLY THE TEAMSTERS UNION COULD GIVE THEM THE TYPE OF REPRESENTATION THEY NEED TO COMBAT THE GULF OIL CORP.

THEY HAVE INVITED ME TO ADDRESS THEIR UNION MEMBERSHIP AT ITS NEXT MEETING WHICH WILL BE IN TWO OR THREE WEEKS. THEY HAVE ALSO INSTRUCTED ME TO BRING MEMBERSHIP CARDS BECAUSE THEY FEEL THAT THEIR MEMBERS WILL WANT TO SIGN UP AS SOON AS POSSIBLE. I HAVE INFORMED THEM THAT WE WOULD HAVE NO OBJECTION TO THEM SIGNING CARDS NOW IF IT CAN BE DONE FROM A LEGAL STANDPOINT IN VIEW OF THEIR PRESENT AGREEMENT AND THE FACT THAT THEIR UNION IS INC. UNDER NEW YORK STATE LAW. AS SOON AS WE ARE ADVISED BY OUR RESEARCH AND LEGAL DEPARTMENT AS TO WHAT MOVES WE CAN TAKE TO BRING THESE PEOPLE INTO THE TEAMSTERS UNION WE WILL FOLLOW THIS COURSE.

AS I MENTIONED IN WASHINGTON WE WILL HAVE A MEETING WITH THE EXCUTIVE BOARD AS SOON AS THE PRES. OF THIS UNION IS RELEASED FROM THE HOSPITAL. WE HOPE TO HAVE THIS MEETING BEFORE THE MEMBERSHIP MEETING.

I WILL KEEP YOU INFORMED OF THE NEW DEVELOPMENTS IN THIS SITUTION.

FRATERNALLY YOURS,
A.C. Contaldi
A.C. CONTALDI
SEC'Y-TREAS.

ORGANIZING -
Petroleum Industry:
Gulf Oil Company

LOCAL UNION 866

FUEL, OIL, TRUCK DRIVERS AND HELPERS, OIL BURNER SERVICE,
ALLIED EMPLOYEES
Affiliated with
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
A. F. of L.

743 MAIN AVENUE • PASSAIC, N. J.
PRescott 8-1341 PRescott 8-3462

JOSEPH CORSI
PRESIDENT

A. C. CONTALDI,
SECRETARY-TREASURER

10 - 10:30 a.m.

MAY 25, 1959

MR. H. GIBBONS, VICE PRESIDENT
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
25 LOUISIANA AVE. N.W.
WASHINGTON 1, D.C.

RE: PRELIMINARY REPORT OF THE GULF OIL CO.
PETROLEUM TRADE'S EMPLOYEES UNION INC.

DEAR BROTHER HAROLD:

I HAVE MET WITH OFFICERS OF THE ABOVE UNION. THIS UNION HAS 550 MEMBERS LOCATED IN 17 BULK TERMINALS IN NEW JERSEY AND NEW YORK. THEY CONTROL THE GULF GASOLINE AND OIL IN THE NORTH EASTERN PART OF THE COUNTRY. IN FACT DURING THE RECENT TUG BOAT STRIKE THE GULF CO. HAD DRIVERS COME IN FROM MARYLAND TO PICK UP OIL AT THESE PLANTS AND DELIVERED IT TO NEW YORK.

THESE PEOPLE ARE VERY INTERESTED IN JOINING OUR UNION. THEY WOULD LIKE TO HAVE A MEETING WITH YOU AND JIMMY. THEY ARE SENDING ME COPIES OF THEIR CONSTITUTION AND AGREEMENT. THERE WILL BE SOME PROBLEM WITH THEIR CONSTITUTION BECAUSE THEY ARE INC. I WILL MAIL THIS MATERIAL TO YOU AS SOON AS I RECEIVE IT.

KINDLY LET ME KNOW WHEN IT WILL BE CONVIENT TO HAVE TWO OF THESE OFFICERS MEET YOU AND JIMMY.

FRATERNALLY YOURS,

A. C. Contaldi

A.C. CONTALDI
SEC'Y-TREAS.

ORGANIZING -
Petroleum Industry -
Gulf Oil Company

LOCAL UNION 866

FUEL, OIL, TRUCK DRIVERS AND HELPERS, OIL BURNER SERVICE, ALLIED EMPLOYEES

Affiliated with

International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
A. F. of L.

743 MAIN AVENUE • PASSAIC, N. J.
PRescott 8-1341 PRescott 8-3462

JOSEPH CORSI
PRESIDENT

A. C. CONTALDI.
SECRETARY-TREASURER

APRIL 1, 1959

MR. H. GIBBONS, VICE PRES.
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
25 LOUISIANA AVE. N.W.
WASHINGTON 1, D.C.

RE: GULF PETROLEUM TRADES INC.
(450 DRIVERS)

DEAR BROTHER HAROLD:

ON MARCH 30 I SPOKE WITH ONE OFFICER FROM THE GULF PETROLEUM TRADES INC. AN INDEPENDENT UNION OF SOME 450 GASOLINE DRIVERS. THEY ARE DEFINITELY INTERESTED IN JOINING OUR INTERNATIONAL UNION. I WILL BE MEETING WITH THEIR EXECUTIVE BOARD WITHIN THE NEXT WEEK. THE PURPOSE OF THE MEETING WILL BE TO SET UP A MEETING OF THEIR ENTIRE MEMBERSHIP.

I WILL SPEAK WITH YOU AFTER THE EXECUTIVE BOARD MEETING REGARDING PLANS FOR THE MEMBERSHIP MEETING.

FRATERNALLY YOURS,

A.C. Contaldi

A.C. CONTALDI
SEC'Y-TREAS.

ADMINISTRATIVE
Vice President
X Southern New England
Telephone Company
X Starke, Richard M.

June 3, 1959

Mr. Nicholas Morrissey, Gen. Org.
International Brotherhood of Teamsters
650 Beacon Street
Boston, Massachussetts

Dear Sir and Brother:

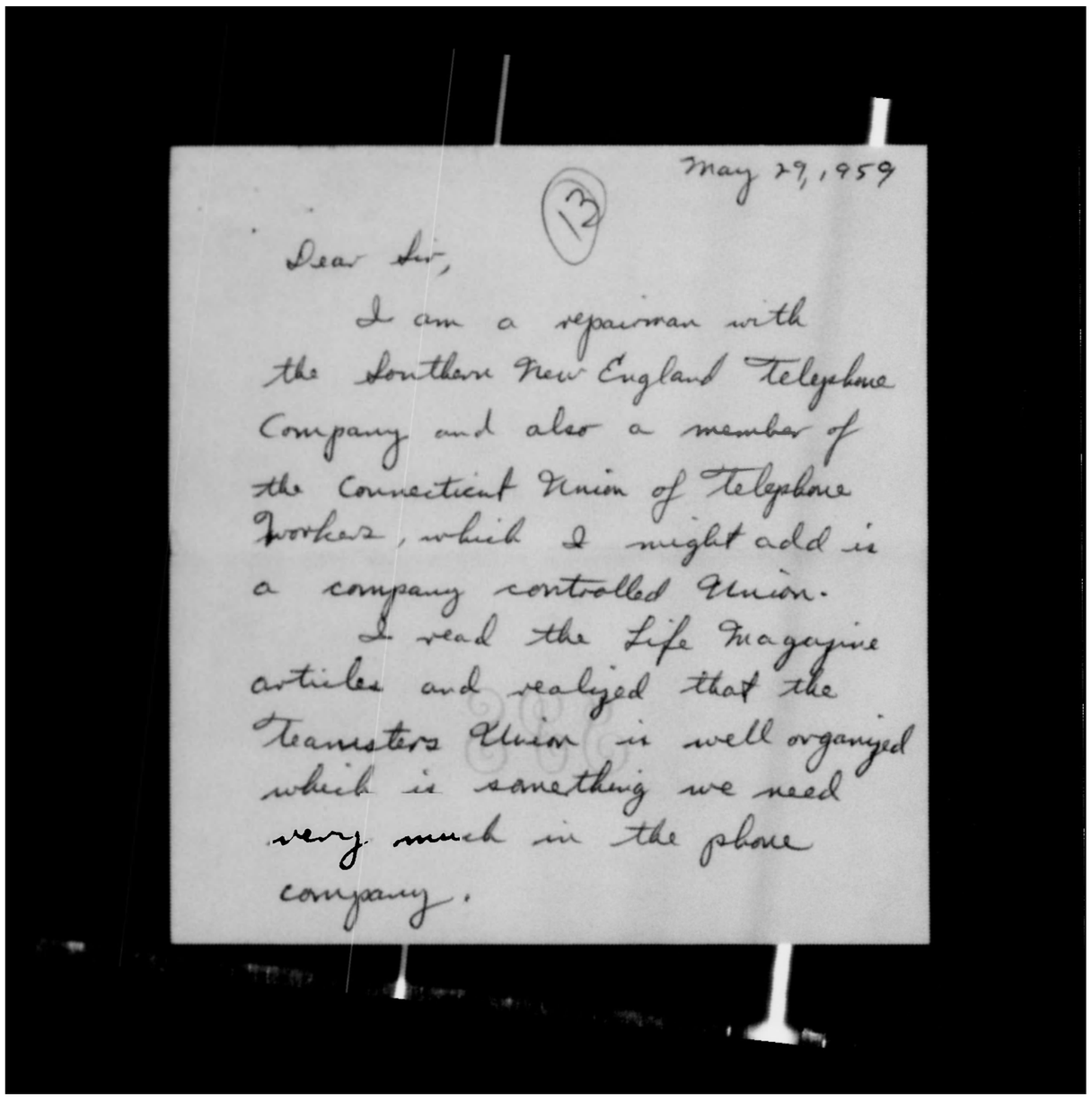
Attached communication is self-explanatory.

It might be worth your sitting down with this fellow at your first opportunity. I thought that you can give him some encouragement.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yb
Enc.



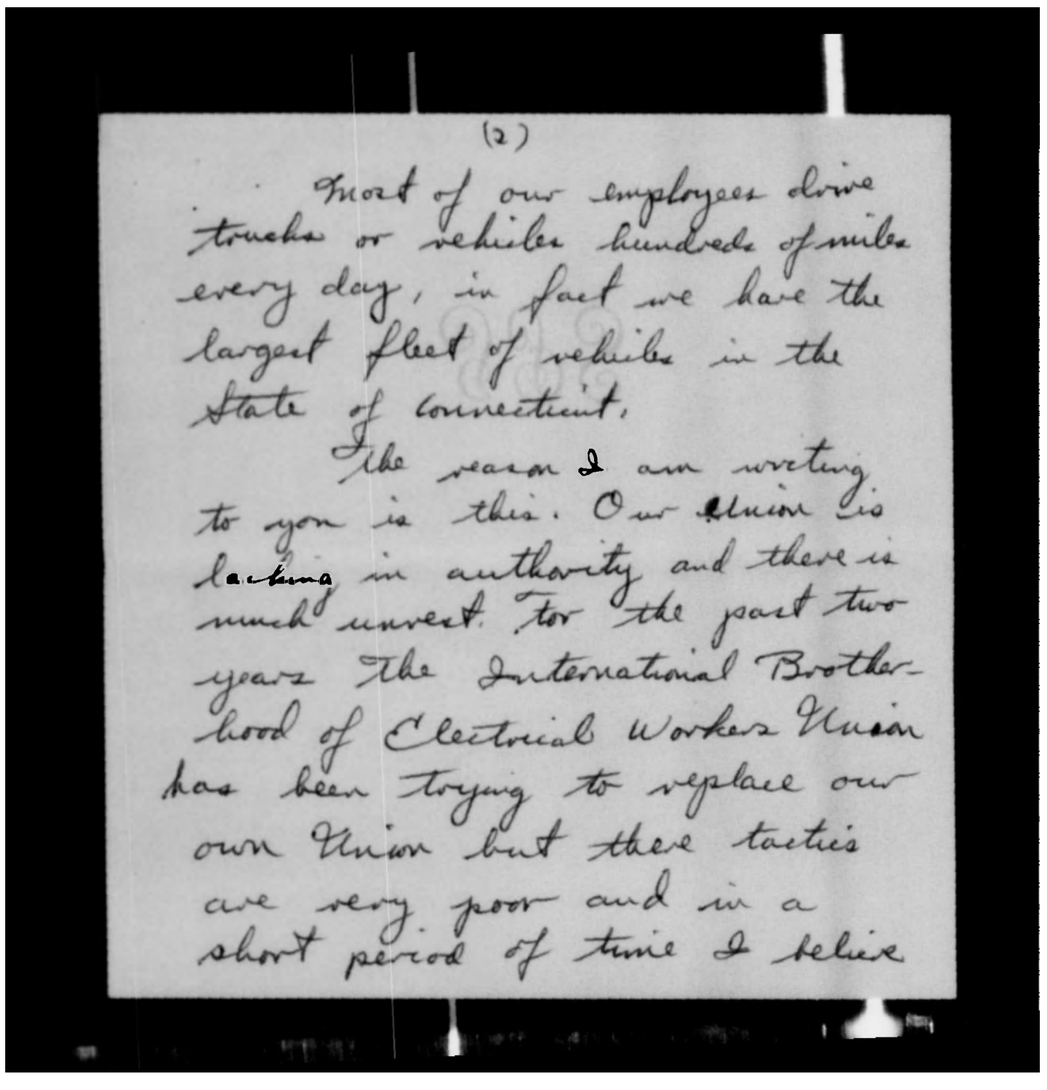
May 29, 1959

(13)

Dear Sir,

I am a repairman with the Southern New England Telephone Company and also a member of the Connecticut Union of Telephone Workers, which I might add is a company controlled Union.

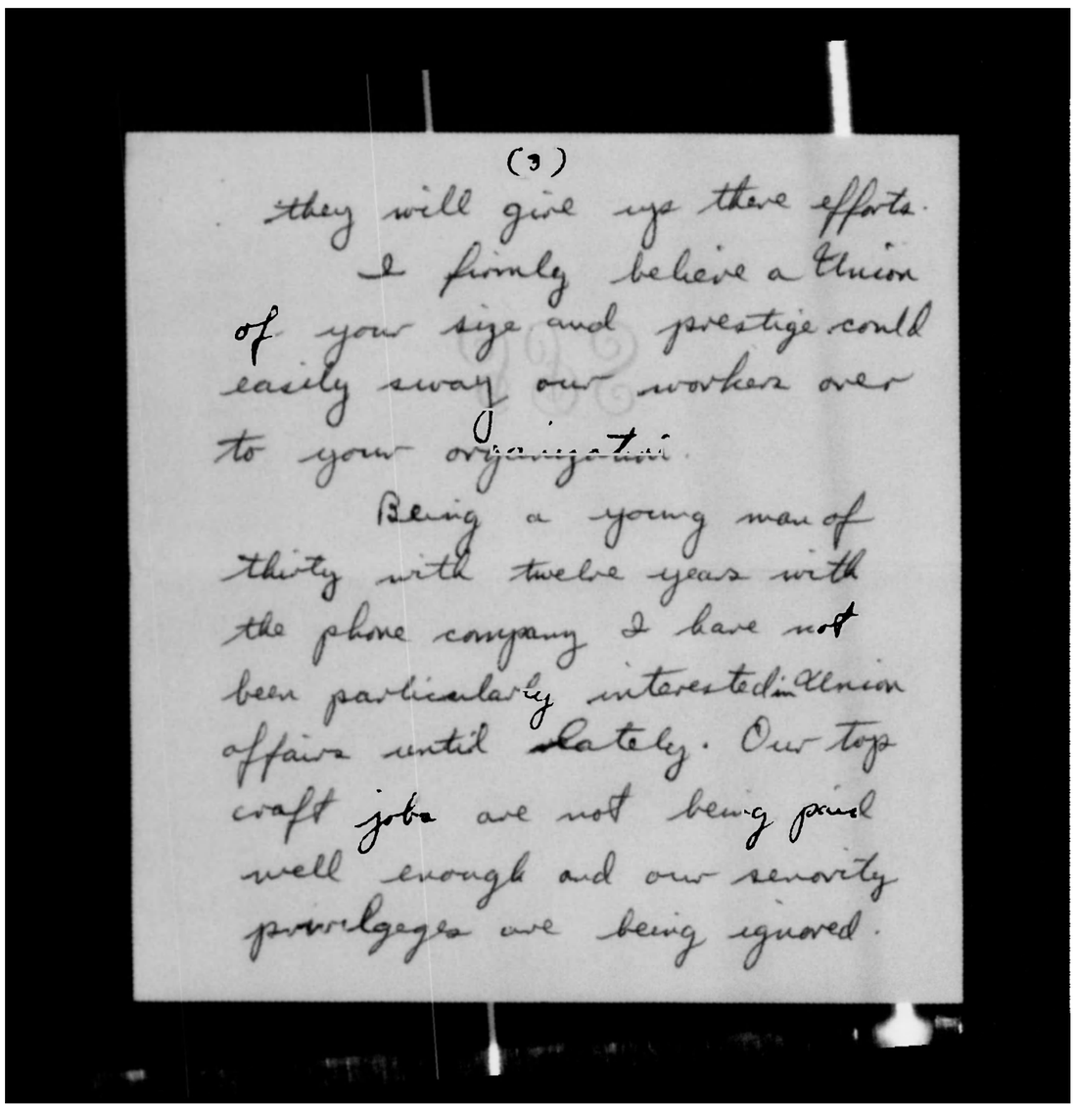
I read the Life Magazine articles and realized that the Teamsters Union is well organized which is something we need very much in the phone company.



(2)

Most of our employees drive trucks or vehicles hundreds of miles every day, in fact we have the largest fleet of vehicles in the State of Connecticut.

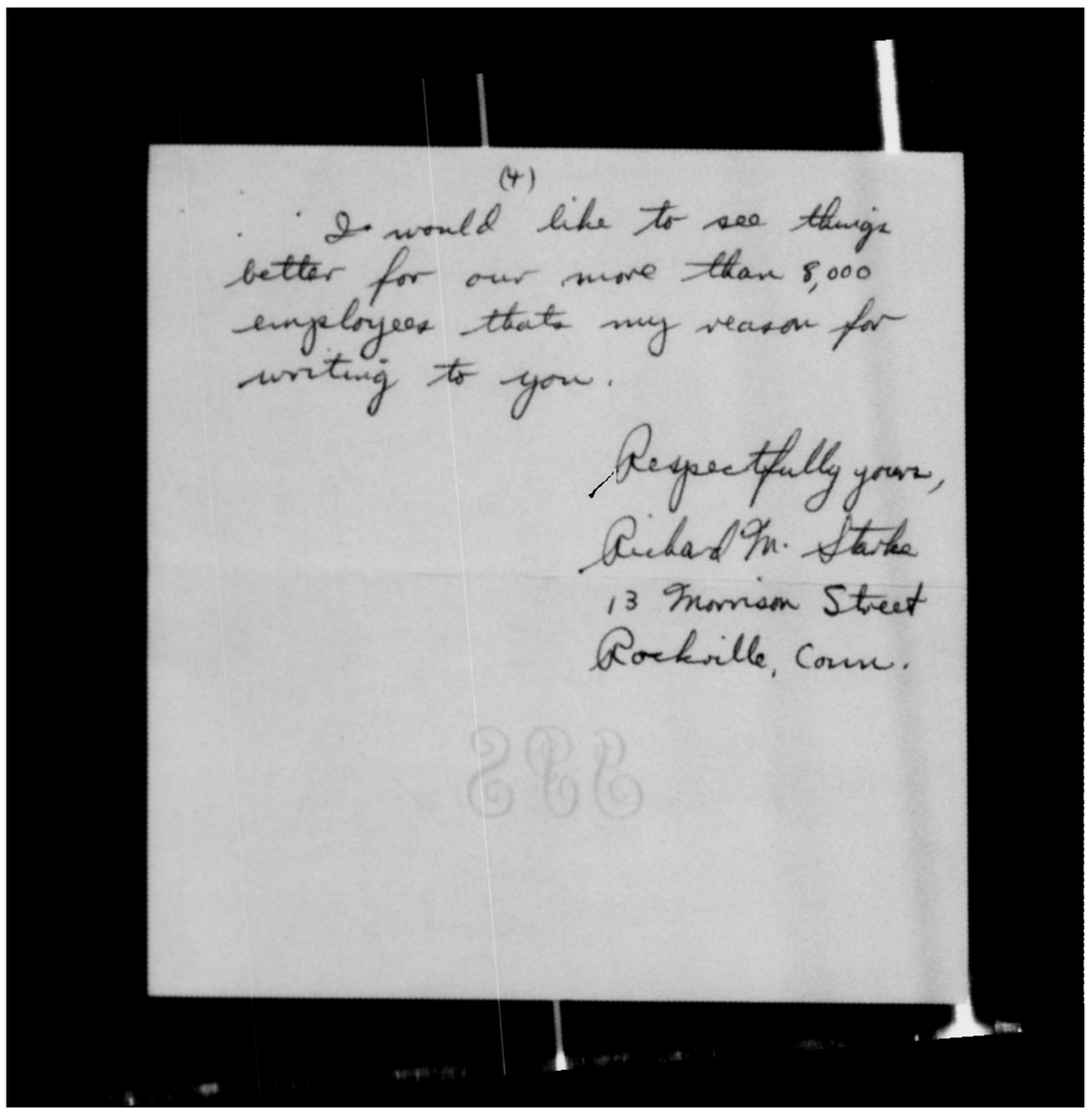
The reason I am writing to you is this. Our Union is lacking in authority and there is much unrest. for the past two years The International Brotherhood of Electrical Workers Union has been trying to replace our own Union but there tactics are very poor and in a short period of time I belive


(3)

they will give us there efforts.

I firmly believe a Union of your size and prestige could easily sway our workers over to your organization.

Being a young man of thirty with twelve years with the phone company I have not been particularly interested in Union affairs until lately. Our top craft jobs are not being paid well enough and our seniority privilegges are being ignored.



(4)

I would like to see things better for our more than 8,000 employees that's my reason for writing to you.

Respectfully yours,
Richard M. Starke
13 Morrison Street
Rockville, Conn.

ADMINISTRATIVE FILE ✓
Aff: Lists, Request to
X Tuttle, Marion E.
X 6th-Cir - Interview -
(Norfolk Naval Supply
Center Stevedores & IBT)

NORFOLK NAVAL SUPPLY CENTER STEVEDORES

AFFILIATED WITH THE

File International Hod Carriers', Building and Common La

FIFTH NAVAL DISTRICT METAL TRADES COU

VIRGINIA FEDERATION OF LABOR

AFL

DIAL [redacted] EX 73094

[redacted] May 7,1959
[redacted] Portsmouth,Va.

Mr. W.J.Gibbons
Assistant to the General President
25 Louisiana Ave N.W.
Washington 1,D.C.

Dear Sir

I am Business Representative for several Local Unions in this area,whom are interested in affiliating with your International Union.
All Officers of these Locals will meet Monday night May 11,1959 at the Carpenters Building,Rt 58,Portsmouth,Va.,,to discuss same.

It is requested that you make arrangements to have some one to attend this meeting from your International Union,which would be appreicated.

Fraternally Your's

Marion E. Tuttle

Marion E Tuttle B.R.
P.O.Box 3087
Portsmouth,Va.

P.S. See cy letter to President Hoffa Dec.31,1958

ADMINISTRATIVE FILE
Affiliate, Request to
X Independent Union
Production, Service &
Sales Employees Union
(# 222)
X Tortorici, Frank

May 7, 1959

COPY

Mr. John T. O'Rourke
Sixth Vice President
265 W. 14th Street
New York, New York

Dear John:

Enclosed find a copy of a communication received from Frank Tortorici of Local 222 requesting affiliation.

I would appreciate your looking into this matter so that we can discuss it on Monday when I shall saw you.

Best wishes, I remain

Fraternally yours,

James R. Hoffa
General President

JRH/js
Enc.
Via Registered Mail - Special

(2)

International Production, Service and Sales Employees Union

55 FLATBUSH AVENUE
BROOKLYN 17, N. Y.

IRVING M. HOROWITZ, GENERAL PRESIDENT
MURRAY POSTMAN, GENERAL SECY-TREAS.

ULSTER 8-4900-01-02-03-04-05-06

May 6, 1959

Mr. James R. Hoffa
President
International Brotherhood of Teamsters
Washington, D. C.

Dear Brother Hoffa:

The undersigned, an officer of the International Production, Service and Sales Employees Union, represents approximately 2,500 workers in Local 222 of the above International Union, who desire to be part of the International Brotherhood of Teamsters. Formerly, this Local Union was part of the International Jewelry Workers' Union, AFL-CIO.

The workers in question are engaged in manufacturing, processing and distributing, in a vast variety of industries.

I can safely guarantee you, Brother Hoffa, that I have discussed this move with every member of the Executive Board of the International Production, Service and Sales Employees Union and have been assured of the unanimous and unqualified endorsement of the Board.

Needless to say, the 2,500 workers too, are unanimous and unequivocal in their desire to be part of the International Brotherhood of Teamsters.

Fraternally yours,

Frank Tortorici

Frank Tortorici
Director of Organization

FT:et

ADMINISTRATIVE FILE

Affiliate Request to
X National Association
Greyhound Owners
Benevolent Society
X National Greyhound
Owners-Breeders
X National Greyhound
Trainers and Handlers
X Warren John H.
X Holtzman Albert (Atty)

April 17, 1959

Mr. M. W. Miller, Chairman
Southern Conference of Teamsters
1330 N. Industrial Blvd.
Dallas, Texas

Dear Sir and Brother:

Attached is a copy of a communication we received from John H. Warren, which is self-explanatory.

In the event you are able to use Mr. Warren's services, you should contact him directly.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk
Enc.

April 17, 1959

Mr. John H. Warren
172 Palmetto Dr.
Miami Springs, Fla.

Dear Mr. Warren:

Attached is a copy of a letter which I have today sent to our Southern Director, Murray W. Miller.

In the event Mr. Miller is interested in the possible use of your services, he will contact you directly.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/ybEnc.

National Association
Greyhound Owners Benevolent Society

Mailing Address
P. O. Box 213, Miami Springs, Florida

Phone TU 8-8319
Office: 380 East 14th Street
Hialeah, Florida

April 15, 1959

Mr. Harold Gibbons
International Brotherhood Of Teamsters,
Chauffeurs, Warehousemen & Helpers of America
25 Louisiana Avenue, N. W.
Washington, D. C.

Dear Mr. Gibbons:

I received a copy of your letter dated March 26, 1959 addressed to Mr. Albert Goldman regarding charter applications for the National Greyhound Owners-Breeders, and National Greyhound Trainers and Handlers.

I was very sorry to hear that these charters could not be granted. If ever a group of men needed some form of organization such as a union, these men sure need it.

In January of this year their Benevolent Association was dissolved. As their Executive Secretary Treasurer, I performed all organizational activities. Also while employed by the New York Central R.R. Co., I was past president and organizer of Local #1244 Boston, Mass. I majored in Labor Relations at Boston University where I received my BSBA degree.

I would like very much to stay in this field. Would you please advise me who to contact in this area so that I may make application for employment as an organizer with the Teamsters, or if you desire, forward my letter to the interested parties.

Thank you again for your past cooperation.

Very truly yours,

John H Warren

John H. Warren
172 Palmetto Dr.,
Miami Springs, Fla.

March 26, 1959

Goldman, Albert

Mr. Albert Goldman
44 School Street
Boston, Mass.

Dear Mr. Goldman:

Enclosed I am returning check for $48.00 made out in your name which has been submitted to us as charter fee on behalf of the two bodies requesting charters - National Greyhound Trainers & Handlers and the National Greyhound Owners & Breeders.

This is being returned to you, at this time, because of the decision made here at our International office that we are in no position to grant such a charter. If the situation changes in the future, we will be very happy to get in touch with you.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh
Enc.

GRANT, ANGOFF, GOLDMAN & MANNING
COUNSELLORS AT LAW

SIDNEY B. GRANT (1908-1957)
SAMUEL E. ANGOFF
ALBERT L. GOLDMAN
ROBERT D. MANNING
JAMES McCONNELL HABELEBE
ROBERT WEINBAUCH

PARKER HOUSE OFFICE BUILDING
44 SCHOOL STREET
BOSTON 8, MASSACHUSETTS

CAPITOL 7-3631

MARCH 24, 1959

MR. HAROLD GIBBONS
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN & HELPERS OF AMERICA
25 LOUISIANA AVENUE, N.W.
WASHINGTON, 1, D. C.

DEAR MR. GIBBONS:

THERE ARE ENCLOSED TWO SETS OF DOCUMENTS. FIRST, A FORM ON WHICH THE NAME OF THE ORGANIZATION AND THE NAMES OF THE TEMPORARY PRESIDENT AND TEMPORARY SECRETARY--TREASURER OF THE PROPOSED ORGANIZATION (NATIONAL GREYHOUND TRAINERS--HANDLERS) ARE LISTED; SECOND, THE SAME INFORMATION FOR THE PROPOSED ORGANIZATION OF THE NATIONAL GREYHOUND OWNERS--BREEDERS. IN ADDITION, THE SECOND DOCUMENT CONTAINS THE SIGNATURES OF THE APPLICANTS. SINCE THE APPLICANTS ARE FROM MANY SECTIONS OF THE COUNTRY, THE FORM WAS PHOTOSTATED AND SEPARATE FORMS SENT TO EACH APPLICANT IN THE INTEREST OF CONSERVING TIME.

AS I DISCUSSED WITH YOU, THERE IS A NEED FOR FINANCIAL ASSISTANCE TO MR. JOHN H. WARREN, WHILE HE CONTINUES HIS ORGANIZATIONAL ACTIVITIES. I HOPE THAT AN ARRANGEMENT CAN BE MADE WHEREBY MR. WARREN IS ADDED TO THE STAFF OF ONE OF YOUR REGIONAL CONFERENCES UNTIL THE ORGANIZATION IS SUFFICIENTLY DEVELOPED SO THAT MR. WARREN CAN BE REMOVED FROM YOUR PAYROLL AND PLACED ON THE PAYROLL OF THE ORGANIZATIONS WHICH ARE PETITIONING FOR CHARTERS. WHETHER OR NOT THIS CAN BE ARRANGED, THERE WILL BE EXPENSES INCURRED WHICH ARE ESSENTIAL TO CONTINUING ORGANIZATION. THESE EXPENSES ALSO WILL CEASE ONCE THE ORGANIZATIONS FOR WHICH CHARTERS ARE BEING PROPOSED ARE ABLE TO STAND FINANCIALLY ON THEIR OWN FEET. THIS SHOULD TAKE SUBSTANTIALLY LESS THAN A YEAR. THIS PERIOD OF TIME CAME BE SHORTENED INSOFAR AS MR. WARREN RECEIVES EFFECTIVE ORGANIZATIONAL ASSISTANCE IN THE VARIOUS LOCATIONS

GRANT & ANGOFF

MR. HAROLD GIBBONS

MARCH 24, 1959

WHERE GREYHOUND TRACKS ARE SITUATED THROUGHOUT THIS COUNTRY.

WILL YOU PLEASE ADVISE ME AS TO THE STATUS OF THE TWO CHARTER APPLICATIONS AS WELL AS THE ACTION ON THE REQUEST CONTAINED IN THIS LETTER. I UNDERSTAND FROM OUR PRIOR CONFERENCES THAT IF THE ASSISTANCE WHICH WE REQUEST HEREIN IS TO BE GIVEN, IT WILL BE ACHIEVED THROUGH RECOMMENDATIONS MADE FROM THE INTERNATIONAL HEADQUARTERS TO THE HEADS OF THE VARIOUS CONFERENCES INVOLVED.

CORDIALLY,

Albert L. Goldman

ALBERT L. GOLDMAN

ALG:EAM
ENCLOSURES

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City Hialeah, Florida.

Date

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Trainers & Handlers.
(Name should include type of craft and workers to be covered.)

Jurisdiction
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Florida.
(City and State)

Anticipated number of members in Local Union 300 Business Phone No. TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer Address

Name of President Address

Name of Secretary-Treasurer Address

NAMES OF APPLICANTS	ADDRESSES
E. A. Johnson	720 No. 44th St., Phoenix, Ariz.
J. L. McClanahan	Route 1 Box 153 Phoenix, Ariz
Donald L. Harbor	348 S 40th St - Phoenix Ariz
George Elder	295 E. 14th St. Hialeah, Fla.
R. Mike Bailey	Ritchie Hwy Severna Pk. Md.
L. Pryor	A.B.C. Dairy Court 3541 E. Van Buren Phoenix
Robert Montgomery	RH5-Box 668AD Phoenix Ariz
Walter E. Conners	15 Laurel St Saugus Mass

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send name(s) of all charter members with this application

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed.

State name and address of Joint Council in area and whether notified of this application:

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers, all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees; warehousemen of all kinds employed in warehouses, docks, docksides, shipping room employees, and loaders, that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers; workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy, and other products; all truck terminal employees; cannery workers; and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "venders" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon application of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $2.00 is charged each applicant for membership in this International. When the Fee is in excess of $25.00, ten percent (10%) of the total fee is payable to the International Office. The $1.00 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter, Initiation Fees are paid on to the International Office on the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita fee of forty cents (.40) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

To be carried as an active local union on the records of the International Office a minimum of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

The initiation fee charged applicants for membership to a Local Union must be NOT LESS than $2.00, and the Local Union Dues must be NOT LESS than $2.00 per month for the first year following issuance of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the members on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

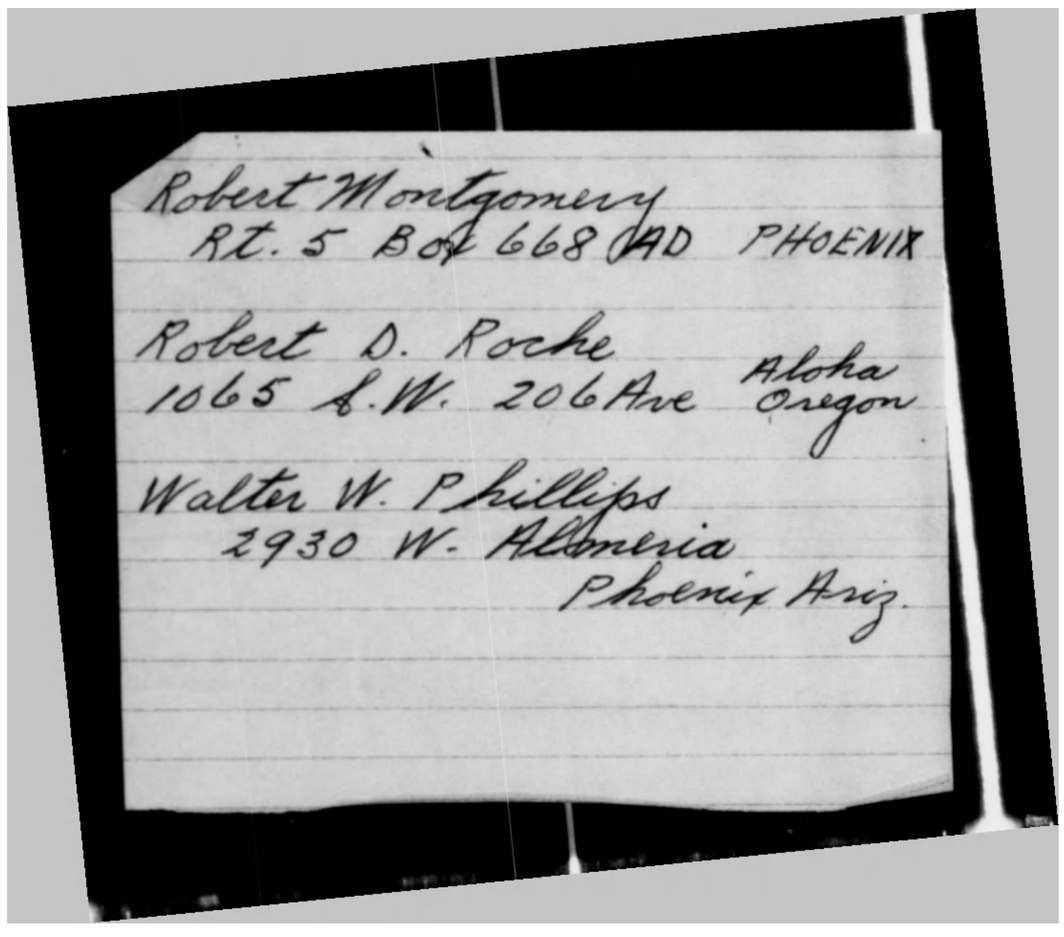
Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

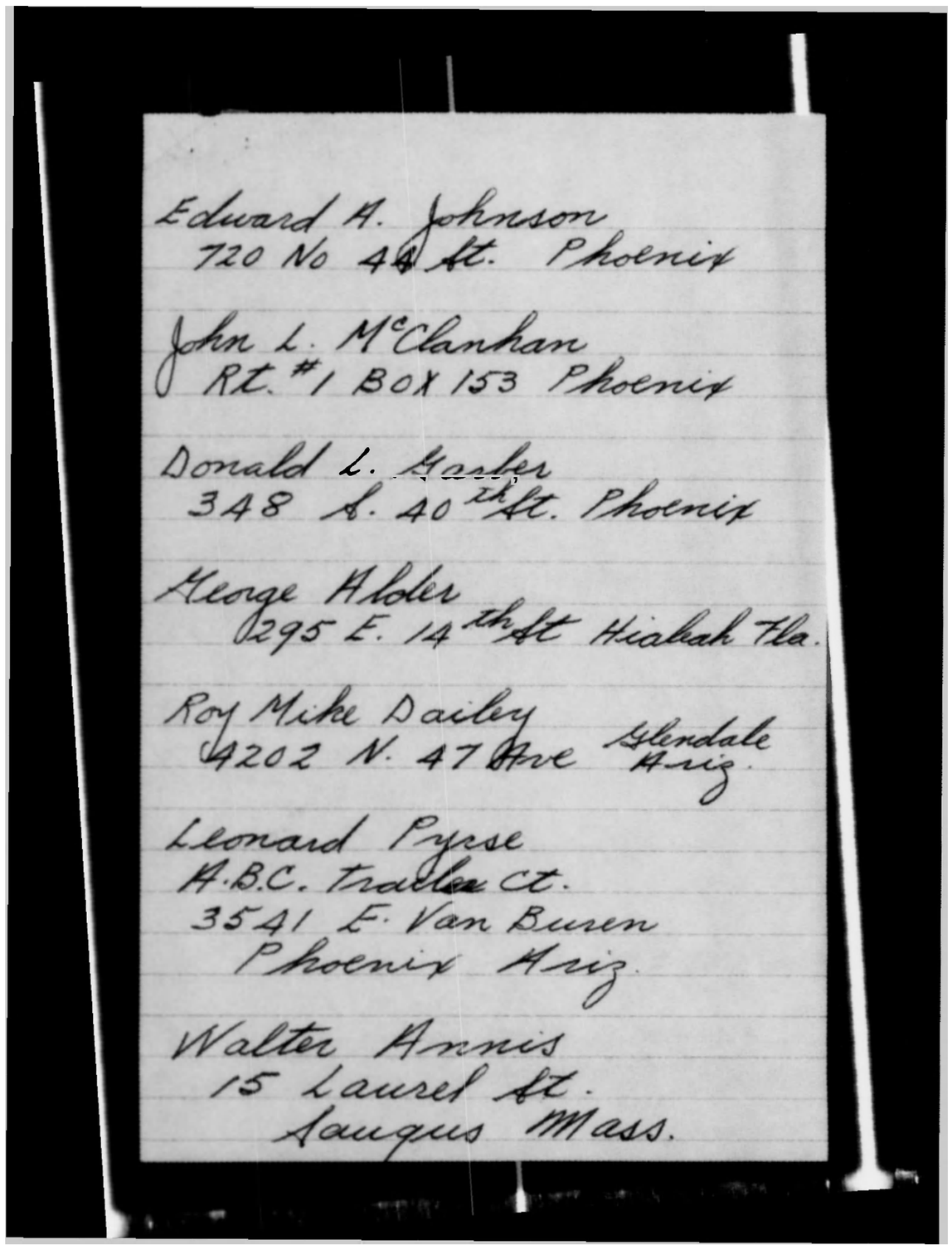
REMARKS:

NAME	ADDRESSES
Robert D Locke	1065 S.W. 206th Ave, Aloha, Oregon
W. V. Phillips	2930 W. Almeria
Millard H Campbell	808 apache Blvd Rhodesy Ore. Tempe Arizona


Robert Montgomery
Rt. 5 Box 668 AD PHOENIX

Robert D. Roche
1065 S.W. 206 Ave Aloha Oregon

Walter W. Phillips
2930 W. Almeria
Pholenix Ariz.



Edward A. Johnson
720 No 44 St. Phoenix

John L. McClanhan
Rt. #1 Box 153 Phoenix

Donald L. Garber
348 S. 40th St. Phoenix

George Alder
295 E. 14th St Hialeah Fla.

Roy Mike Dailey
4202 N. 47 Ave Glendale Ariz.

Leonard Pyrse
A.B.C. Trailer Ct.
3541 E. Van Buren
Phoenix Ariz.

Walter Annis
15 Laurel St.
Saugus Mass.

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City Hialeah, Florida.

Date

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners & Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Florida.
(City and State)

Anticipated number of members in Local Union 200 Business Phone No. TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer Address

Name of President Address

Name of Secretary Treasurer Address

	NAMES OF APPLICANTS	ADDRESSES
1.	Jack Roche	5025 W. Mackenzie Glendale, Ariz.
2.	Adolph Buehler	5025 W. Mackenzie Glendale, Ariz.
3.	George Wood	4935 W. Pierson Glendale, Ariz.
4.	Bernard J. Frisch	2816 W. 3rd Ave., Hialeah, Fla.
5.	Barney Mullin	4458 Melalenca Trail W. Palm Beach, Fla.
6.	Charles Kirk	P.O. Box 1003 W. Palm Beach. Fla.
7.	Henry Bertley	Rt. 1, Box 141 W. Palm Beach, Fla.
8.	Clinton Bleir	431 Morningside Dr., Miami Sps. Fla.

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

READ CAREFULLY AND PERUSE the character of the work at which the men making application are employed.

State name and address of Joint Council in area and whether notified of this application:

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers; all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees; warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees, and loaders, that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers, workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy, and other products; all truck terminal employees; cannery workers; and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "vendors" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $2.00 is charged each applicant for membership in this International. When the Fee is in excess of $20.00, ten percent (10%) of the total fee is payable to the International Office. The $1.00 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter, Initiation Fees are paid on to the International Office on the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita fee of forty cents (.40) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 15th of the month following.

To be carried as an active local union on the records of the International Office a minimum of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

The initiation fee charged applicants for membership to a Local Union must be NOT LESS than $2.00, and the Local Union Dues must be NOT LESS than $3.00 per month for the first year following issuance of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the members on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS:

NAME	ADDRESSES
[redacted]	[redacted]
E. L. Reckner	% Pinellas Airport St. Petersburg, Fla.
R. E. Thomas	% Pinellas Airport St. Petersburg, Fla.
(Mrs.) R. E. Thomas	% Pinellas Airport St. Petersburg, Fla.
Fred Whitehead	3960 N.W. 7th St., Miami, Fla.
Fred Meredith	P. O. Box 13, Roanoke, Texas.

S 1017 - 1M - 2-58

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City

Date

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representativas of:

Proposed Name of Organization: National Greyhound Trainers - Handlers
(Name should include type of craft and workers to be covered)

Jurisdiction: National
(City or Cities) (State)

Business Address: 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union: Business Phone No. TU 5.1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer: John H. Warren Address: 172 Palmetto Dr., Miami Springs, Fla.

Name of President: George Alder (Temp) Address: % Paradise Inn., South Sixth Ave., Tucson, Ariz.

Name of Secretary Treasurer: John H. Warren Address: 172 Palmetto Dr., Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
See attached list	
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed. _____

_____

_____

_____

State name and address of Joint Council in area and whether notified of this application: _____

_____

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers; all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees, warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees, and loaders, that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers; workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy, and other products; all truck terminal employees; cannery workers; and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "venders" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

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A per capita fee of forty cents (.40) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

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Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

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Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS: _____

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 380 E. 14th Street Miami, Fla. (Hialeah)
(City and State)

Anticipated number of members in Local Union _____ Business Phone No. TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Drive., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Drive., Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. Clinton Blair	461 Monmouth Dr Miami Springs, Fla.
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work of which persons making application are employed

State name and address of Joint Council in area and whether method of this application

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers, all who are employed on or around horses, harness, carriages, automobiles, trucks, tractors, and all other vehicles handling, delivering or conveying freight, merchandise or materials; automotive sales, service and maintenance employees, garage workers and service station employees; warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees, and all others that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers, workers employed in ice cream plants, all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy and other products, and truck terminal employees, cannery workers, and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of this International Union, including "venders" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $3.00 is charged each applicant for membership in this International. When the Fee is in excess of $25.00, ten percent (10%) of the total fee is payable to the International Office. The $1.00 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter Initiation Fees are paid on to the International Office on the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita tax of forty cents (.40) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 15th of the month following.

To be carried as an active local union on the records of the International Office a minimum of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

The initiation fee charged applicants for membership to a Local Union must be NOT LESS than $2.00 and the Local Union Dues must be NOT LESS than $2.00 per month for the first year following issuance of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the members on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

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Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS:

APPLICATION FOR CHARTER

OF THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 280 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union ____ Business Phone No. TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Drive., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. Fred Meredith	Roanoke-Texas-Box-13
2.	
3.	
4.	
5.	
6.	
7.	
8.	

PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed

State name and address of Joint Council in area and whether notified of this application

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers; all who are employed in the transportation of goods, wares and merchandise, by horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles for hire, or operated for the purpose of hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees, warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees and loaders (persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle); all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers; workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy, and other products; all truck terminal employees; cannery workers, and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

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Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. Washington 1, D. C.

REMARKS:

NOV 27 8 12 AM 1950

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

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Proposed Name of Organization National Greyhound Owners - Breeders
(Title should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union _____ Business Phone No. TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. P. F. Thomas.	72 Puello, Apt 1 St Petersburg, Fla.
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

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(OVER)

INSTRUCTIONS TO ORGANIZERS

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State name and address of Joint Council in area and whether notified of this application _____

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JURISDICTION

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A per capita fee of forty cents (40¢) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

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The initiation fee charged applicants for membership to a Local Union must be NOT LESS than $2.00, and the Local Union Dues must be NOT LESS than $2.00 per month for the first year following issuance of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the members on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN P. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. Washington 1, D. C.

REMARKS:

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APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

We, the undersigned Wage Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 330 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union _____ Business Phone No TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 13, Kosano, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

	NAMES OF APPLICANTS	ADDRESSES
1.	Mrs. Clara G. Thomas,	c/o Pinellas Airport St Petersburg, Fla.
2.		
3.		
4.		
5.		
6.		
7.		
8.		

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed _____

_____

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_____

_____

State name and address of Joint Council in area and whether notified of this application: _____

_____

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers; all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles hauling, carrying, or conveying freight, merchandise or materials; automotive sales, service and maintenance employees, garage workers and service station employees; warehousemen of all kinds employed in warehouse work, steadiness, shipping room employees, and loaders, that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers; workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy and other products; all truck terminal employees; cannery workers, and other workers whose the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "vendors" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used to whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $2.00 is charged each applicant for membership in this International. When the Fee is in excess of $25.00, ten percent (10%) of the total fee is payable to the International Office. The $15.00 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter, Initiation Fees are paid on to the International Office on the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita tax of forty cents (.40) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

To be carried as an active local union on the records of the International Office a minimum of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is not in continuous good standing for a period of at least six months.

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Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS:

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MAR 27 8 12 AM 1956

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union _____ Business Phone No TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

	NAMES OF APPLICANTS	ADDRESS
1.	E. L. Berkner	c/o Pinellas Airport St. Petersburg, Fla.
2.		
3.		
4.		
5.		
6.		
7.		
8.		

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the [illegible] making application are employed _____

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State name and address of Joint Council in area and whether notified of this application: _____

_____

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers; all who are employed on or around horses, harness, carriages, automobiles trucks tractors and all other vehicles having to do with the moving or conveying of freight, merchandise, or materials, automotive sales, service and maintenance employees, garage workers and service station employees, warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees and freight handlers, all persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle, all classes of dairy employees, inside and outside, including salesmen, brewery and soft drink workers, workers employed in all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy and other products, terminal employees, cannery workers, and other workers where the security of the bargaining positions of the above workers requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes to lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada is not a citizen thereof or has failed to declare intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease a single team or vehicle and perform work under the jurisdiction of the International Union, including "venders" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with equipment use equipment sold or leased by their employer, or equipment purchased independently but which is used in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the International that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who have more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

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Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS:

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APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City

Date

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization: National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction: National
(City or Cities) (State)

Business Address: 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union: Business Phone No. TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer: John H. Warren Address: 172 Palmetto Dr., Miami Springs, Fla.

Name of President: Fred Meredith (Temp) Address: Box 13, Roanoke, Texas.

Name of Secretary-Treasurer: John H. Warren Address: 172 Palmetto Dr., Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. Jack Roche	10655 S.W. 206th Ave ALOHA OREGON
2.	
3.	
4.	
5.	
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7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed. _____

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State name and address of Joint Council in area and whether notified of this application _____

_____

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, warehousemen and helpers all who are employed to drive ground horses, harness, carriages, automobiles, trucks, trailers, and all other vehicles hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees, warehousemen of all kinds employed in warehouses or docks, checkmen, shipping room employees, and loaders, that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen; brewery and soft drink workers; workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy and other products; all truck terminal employees; cannery workers, and other workers where the security of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single lessee vehicle and perform work under the jurisdiction of the International Union, including "vendors" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one truck or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership provided each person hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

An Initiation Fee of not less than $2.00 is charged each applicant for membership in the International. When the Fee is in excess of $25.00, ten percent (10%) of the total fee is payable to the International Office. The $1.50 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter, Initiation Fees are paid on to the International Office on the same basis, either $1.50 or 10% of the total fee if it is in excess of $25.00.

A per capita fee of forty cents (40¢) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

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In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. · Washington 1, D. C.

REMARKS:

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APPLICATION FOR CHARTER

OF THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders

(Name should include type or craft and workers to be covered.)

Jurisdiction National

(City — Cities) (State)

Business Address 390 E. 14th Street Hialeah, Fla.

(City and State)

Anticipated number of members in Local Union _____ Business Phone No. TU 5-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 15. Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. Adolph W Buehler	RR5 Box 1316 Phoenix, Ariz.
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed _____

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State name and address of Joint Council in area and whether notified of this application: _____

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JURISDICTION

This organization has jurisdiction over all teamsters chauffeurs warehousemen and helpers; all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers and all other vehicles hauling, carrying, or conveying freight, merchandise, or materials; automotive sales, service and maintenance employees, garage workers and service station employees, warehousemen of all kinds employed in warehouse work, chauffeurs, mushroom room employees and loaders, that is persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle, all classes of dairy employees, inside and outside, including salesmen, brewery and soft drink workers, workers employed in ice cream plants, all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy, and other products, all truck terminal employees, cannery workers; and other workers where the necessity of the bargaining positions of the above classifications requires the organization of such other workers.

No person shall be entitled to membership in this organization who is a member of the Communist Party or a similar subversive organization or subscribes to or lends support to their doctrines. Nor shall any person be eligible to membership who, being a resident of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become, or who, having declared such intention, has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union, including "sanders" (persons who purchase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their employment use equipment sold or leased by their employer, or equipment purchased independently but which is used in whole or in part in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the General President that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President to hold membership, provided such persons hire and employ none but members of the International and drive a vehicle themselves in conformity with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $11.00. All other supplies necessary to the operation of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance Statement and Supply Order furnished by the International Office.

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A per capita tax of forty cents (.40) per month on each member paying dues must be paid by the Secretary-Treasurer to the International Office by the 15th of the month following.

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JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS:

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APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary Treasurer

City _____

Date _____

We, the undersigned **Wage-Workers**, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union _____ Business Phone No. TU 7-1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr., [illegible], Fla.

Name of President Fred Maradith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., [illegible]

NAMES OF APPLICANTS	ADDRESSES
1. George Wood	640 NE 130th N Miami, Fla
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed _____

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JURISDICTION

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The initiation fee charged applicants for membership to a Local Union must be NOT LESS than $2.00 and the Local Union Dues must be NOT LESS than $2.00 per month for the first year following issuance of the charter and thereafter NOT LESS than $1.00 per month. All initiation fees and dues must be recorded for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the members on or before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C

REMARKS:

_____

_____

_____

_____

_____

_____

APPLICATION FOR CHARTER

OF THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City

Date

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - [illegible]readers
(Name should include type of craft and workers to be covered.)

Jurisdiction National
(City or Cities) (State)

Business Address 380 E. 14th Street Hialeah, Fla.
(City and State)

Anticipated number of members in Local Union Business Phone No. TU 5.1641

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named.

Name of Organizer John H. Warren Address 172 Palmetto Dr.,

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas.

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr.,
Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. John H. Warren	172 Palmetto Dr. Miami Springs, Fla.
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

(OVER)

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at which the men making application are employed

State name and address of Joint Council in area and whether notified of this application

JURISDICTION

This organization has jurisdiction over all teamsters, chauffeurs, ware- helpers, all who are employed on or around horses, harness carriages automobiles, trucks, trailers, and all other vehic- carting or conveying freight, merchandise or materials; automotive sales, service and maintenance employees, garage w- station employees, warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees, a- persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle, a- employees, inside and outside, includ- ing salesmen, brewery and soft drink workers, workers employed in all other workers employed in the manufac- ture, processing, sale and distribution of food, milk, dairy and other prod- terminal employees, cannery workers, and other workers where the security of the bargaining positions of the a- requires the organization of such other workers.

No person shall be entitled to membership in this organization w- a member of the Communist Party or a similar subver- sive organization or subscribes or lends support to their doctrines. Nor sh- any person be eligible to membership who, being a res- dent of the United States or Canada, is not a citizen thereof or has failed to declare his intention to so become or who, having de- clared such intention has permitted same to lapse. Persons who own, lease or operate a single team or vehicle and perform work under the jurisdiction of the International Union including vendors -pe- -ase products and sell the same on their own behalf) and "owner-equipment drivers" (persons who in connection with their own -ent use equipment sold or leased by their employer, or equipment purchased independently but which is used in the service of their employer), are eligible to membership unless the local union can prove to the satisfaction of the G- ject that admission of such individuals to membership would be detrimental to the welfare of the local union. Per- more than one team or vehicle may, upon recommendation of the local union, be permitted by the General President -ership provided such persons hire and em- ploy none but members of the International and drive a vehicle themselves with the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies n- peration of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance and Supply Order furnished by the Inter- national Office.

An Initiation Fee of not less than $2.00 is charged each applicant for this International. When the Fee is in excess of $20.00, ten percent (10%) of the total fee is payable to the International Office. The $1.00 or the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter Initiation Fees are paid on to the International Office on the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.0-.

A per capita fee of forty cents (40¢) per month on each member pay- to be paid by the Secretary-Treasurer to the International Office by the 10th of the month following.

To be carried as an active local union on the records of the Internation- Office a minimum of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is in good standing for a period of at least six months.

The initiation fee charged applicants for membership to a Local Un- must be NOT LESS than $2.00, and the Local Union Dues must be NOT LESS than $2.00 per month for the first year following issua- of the charter and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Union Secretary-Treasurer inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the membe- before the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the Remittance Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of this International, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. Washington 1, D. C.

REMARKS:

APPLICATION FOR CHARTER

IN THE

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

HEADQUARTERS

25 Louisiana Ave., N. W. Washington 1, D. C.

JOHN F. ENGLISH, General Secretary-Treasurer

City _____

Date _____

We, the undersigned Wage-Workers, believing it to be well calculated to improve our economic and social condition and promote our industrial well being and advancement, respectfully petition the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America to grant a Charter to us as representatives of:

Proposed Name of Organization National Greyhound Owners - Breeders
(Name should include type of craft and workers to be covered.)

Jurisdiction National (City or Cities) Street Hialeah, Fla. (State)
(City and State)

Business Address 380 E. 14th Business Phone No. TU 5.1641

Anticipated number of members in Local Union

We hereby pledge ourselves, individually and collectively, to be governed by the Constitution, Rules and Usages of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, with the reserved right to preserve the autonomy or self-government of our own organization, subject to such rules and regulations as may be made, or are now established in our organization as above named

Name of Organizer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

Name of President Fred Meredith (Temp) Address Box 13, Roanoke, Texas

Name of Secretary-Treasurer John H. Warren Address 172 Palmetto Dr., Miami Springs, Fla.

NAMES OF APPLICANTS	ADDRESSES
1. Fred Whitehead	3960 N.W. 7 St. Miami Fla.
2.	
3.	
4.	
5.	
6.	
7.	
8.	

(PLEASE TYPE OR PRINT LEGIBLY NAMES OF APPLICANTS)

Use additional sheets when necessary. Send names of all charter members with this application.

INSTRUCTIONS TO ORGANIZERS

STATE CAREFULLY AND PRECISELY the character of the work at whic[illegible] acting application are employed

State name and address of Joint Council in area and whether notified of this app[illegible]

JURISDICTION

This or[illegible] has jurisdiction over all teamsters, chauffeurs, warehou[illegible]ers, all who are employed on or around horses harness carriages automobiles trucks [illegible]rs and all other vel[illegible] g or conveying freight, merchandise or materials; automotive sales, service and maintenance employees, garage [illegible]lation employees, warehousemen of all kinds employed in a warehouse work, stockroom, shipping room employees and [illegible]persons engaged in loading or unloading freight, merchandise, or other materials on to or from any type of vehicle a[illegible] employees inside and outside includ[illegible] ice cream, brewery and soft drink workers, workers employed in ice cre[illegible]het workers employed in the manufac[illegible]ture, processing, sale and distribution of food, milk, dairy and other produ[illegible]al employees, cannery workers and other workers where the security of the bargaining positions of the above [illegible]pures the organization of such other workers.

No person shall be entitled to membership in this organization who is a[illegible]he Communist Party or a similar subver[illegible]sive organization or subscribes or lends support to their doctrines. Nor shall a[illegible] eligible to membership who, being a res[illegible]dent of the United States or Canada, is not a citizen thereof or has failed to [illegible]ention to so become, or who, having de[illegible]clared such intention, has permitted same to lapse. Persons who own, lease[illegible]gue team or vehicle and perform work under the jurisdiction of the International Union, including "owner-operators" (persons who, in connection with the[illegible] products and sell the same on their own behalf) and "owner-equipment drivers" (persons who, in connection with the[illegible]t use equipment sold or leased by their employer, or equipment purchased independently but which is used in whole[illegible]the service of their employer), are eligible to membership when the local union can prove to the satisfaction of the G[illegible] that admission of such individuals to membership would be detrimental to the welfare of the local union. Persons who own[illegible] than one team or vehicle may, upon recommendation of the local union, be permitted by the General President[illegible]p provided such persons hire and em[illegible]ploy none but members of the International and drive a vehicle themselves in[illegible]th the prevailing rate of wages, hours and working conditions of the local unions in the locality.

The charge for charter, seal and stamp is $15.00. All other supplies nec[illegible]eration of the local union can be obtained from the General Secretary-Treasurer at the prices listed on the Remittance [illegible]d Supply Order furnished by the International Office.

An Initiation Fee of not less than $2.00 is charged each applicant for me[illegible]s International. When the Fee is in excess of $50.00, ten percent (10%) of the total fee is payable to the International Offic[illegible]r the 10% of the total fee paid by each charter member must accompany the Application for Charter. Thereafter, initia[illegible]are paid on to the International Office on the same basis, either $1.00 or 10% of the total fee if it is in excess of $25.00.

A per capita fee of forty cents ($.40) per month for each member paying [illegible] paid by the Secretary-Treasurer to the International Office by the 15th of the month following.

To be carried as an active local union on the records of the International[illegible]um of seven per capita per month must be paid by the Local Union.

Financial assistance will not be given to any local union which is not in good standing for a period of at least six months.

The initiation fee charged applicants for membership to a Local Union [illegible]LESS than $2.00, and the Local Union Dues must be NOT LESS than $2.50 per month for the first year following issuance of [illegible]and thereafter NOT LESS than $3.00 per month. All initiation fees and dues must be receipted for by the Local Un[illegible]er inserting the Official Initiation and Dues Stamps in the Dues Book. Local Union dues are payable by the membe[illegible]the first of the month in advance.

Organizers are requested to pay particular attention to the instructions on the [illegible]e Statement and Supply Order and also the Official Dues Book.

In cities or towns where there is already established a Joint Council of the [illegible]national, such Council must be given written notice of this charter application.

Address all communications to

JOHN F. ENGLISH, General Secretary-Treasurer

25 Louisiana Avenue, N. W. • Washington 1, D. C.

REMARKS:

Applicant - 1

National Association
Greyhound Owners' Benevolent Society

380 East 14th Street
Hialeah, Florida

Phone TU 8-8319

January 6, 1959

National Association
Greyhound Owners'
Benevolent Society

Mr. James Hoffa, Pres.
Teamster Union,
Wash. D.C.

Dear Mr. Hoffa:

During your recent visit to Miami, Florida, I called you in regards to our association affiliating with your union. You suggested that I contact Mr. Burt Brennen, which I did, and I met with Mr. Brennen at the Eden Roc Hotel. I gave Mr. Brennen full details regarding our association. He called me several days later and informed me that an application would be mailed to my home address. About a week later a Mr. Gibbons called me from Washington, D.C. and wanted to know what it was all about, and I suggested he contact Mr. Brennen which he said he would. Since that time, I have not heard a word from your office one way or the other. My Board of Directors are pressing me in regards to this matter.

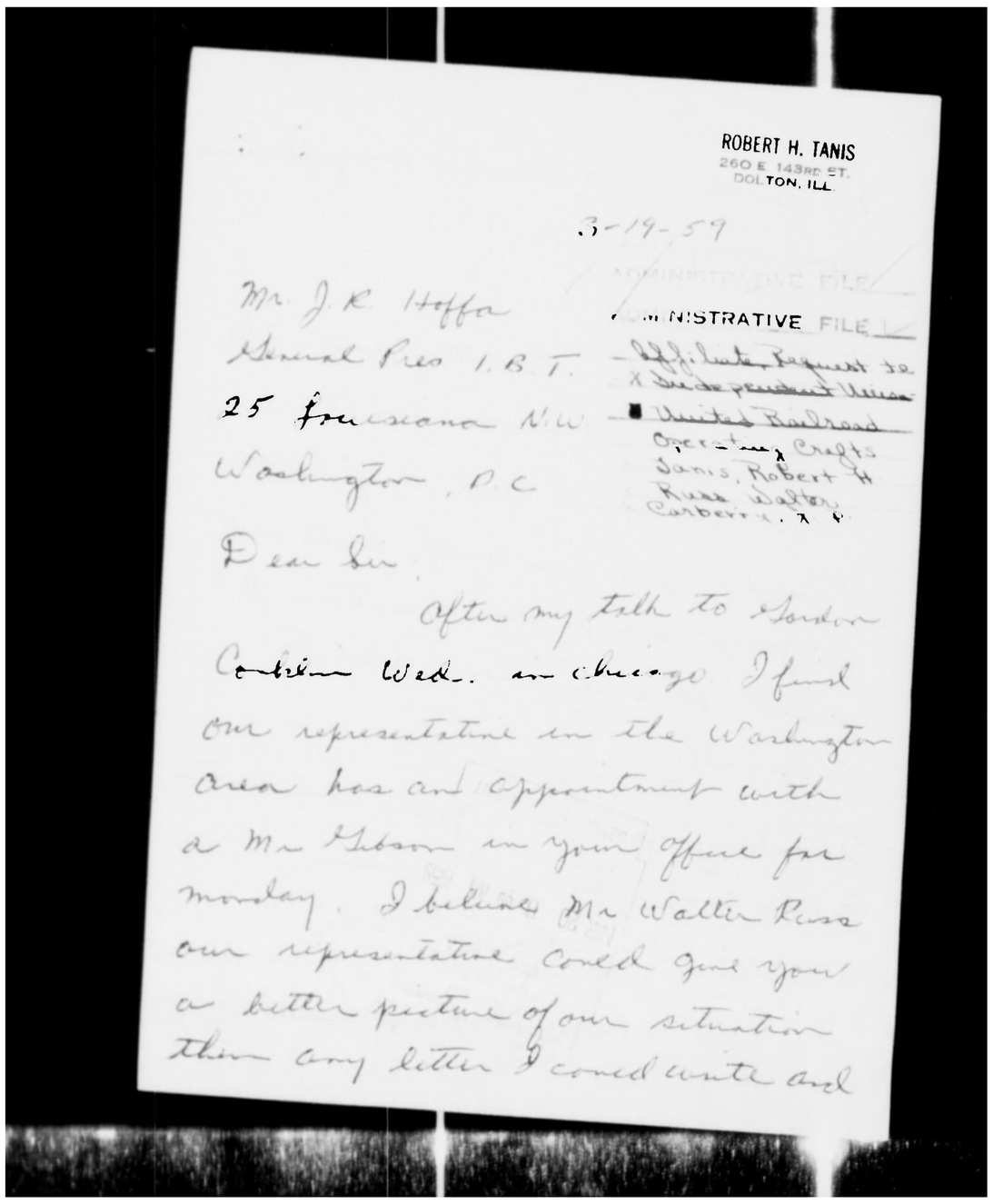
Would you kindly look into this matter again, and either have Mr. Gibbons or Mr. Brennen let me know if any thing is going to be done.

My personal regards.

Sincerely,

John H. Warren

John H. Warren,
Exec. Secty-Treas.



ROBERT H. TANIS
260 E. 143RD ST.
DOLTON, ILL.

3-19-59

ADMINISTRATIVE FILE

Mr. J. R. Hoffa
General Pres I. B. T.
25 Louisiana N.W
Washington, D.C

ADMINISTRATIVE FILE
~~Affiliate Request to~~
X ~~Vice-president Union~~
~~United Railroad~~
Operations Crafts
Tanis, Robert H
Russ Walter
Corbett, J. N.

Dear Sir

After my talk to Gordon Cobbin Wed. in Chicago I found our representative in the Washington area has an appointment with a Mr Gibson in your office for monday. I believe Mr Walter Russ our representative could give you a better picture of our situation than any letter I could write and

he could also answer any questions
you may have.

I am engaged directly with the
Piggyback operation on the
P.R.R railroad and any help
I could give you with facts and
figures about the operation I
would be more than glad to
cooperate.

Thanking you for your consideration
and cooperation. I remain

Yours Truly

Robert Evans


UNITED RAILROAD OPERATING CRAFTS

WESTERN UNION

SENDING BLANK

CALL LETTERS: MDV 3/13/59 CHARGE TO: Int. Bro. of Teamsters

ADMINISTRATIVE FILE

Russ, Walter

Mr. Walter Russ
100 Park St.
Ridgefield Park, New Jersey

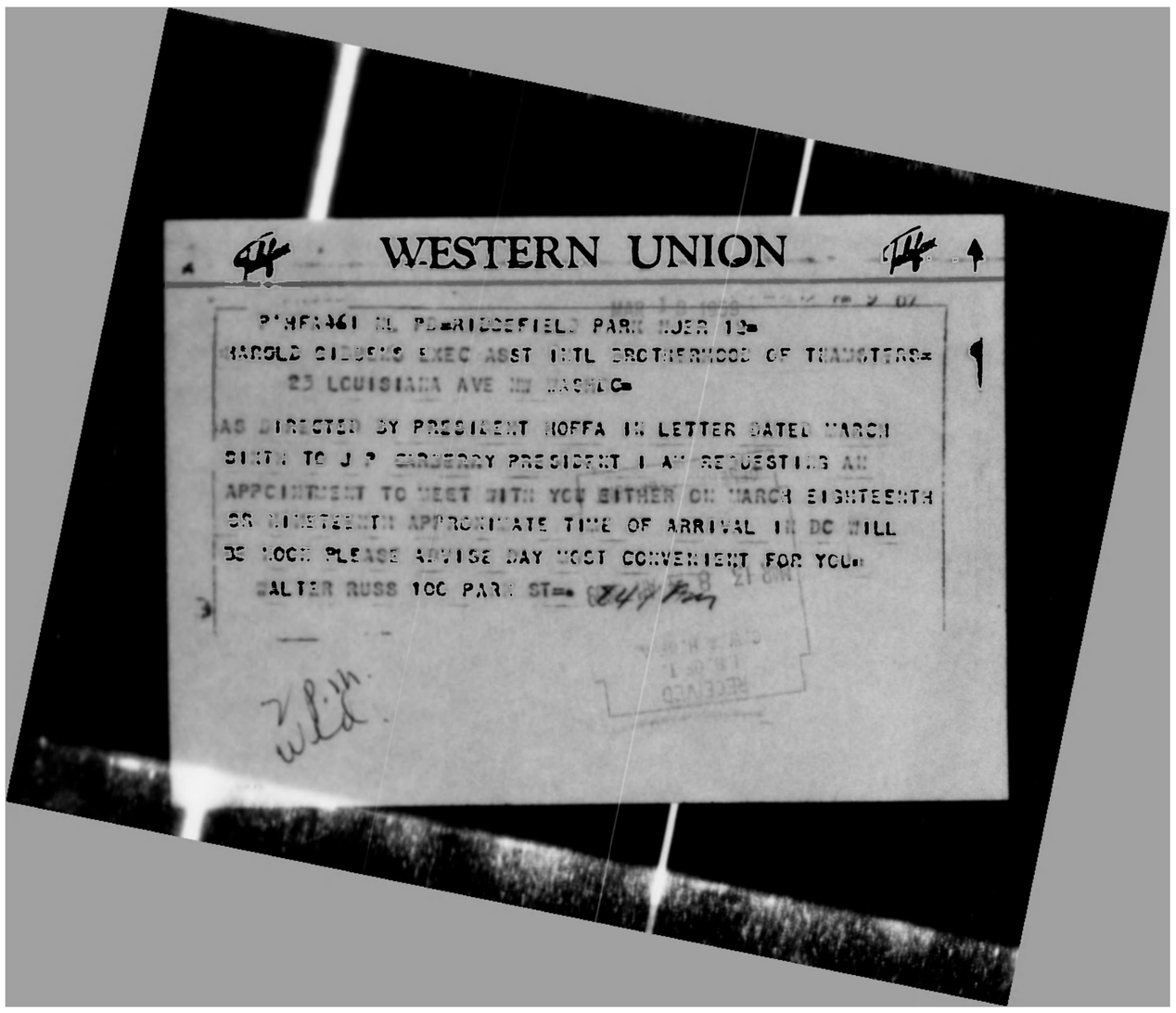
The date of March 18, Wednesday, 2:00 p. m. most convenient for me.

H. J. Gibbons
Executive Assistant to the
General President

Send the above message, subject to the terms on back hereof, which are hereby agreed to

PLEASE TYPE OR WRITE PLAINLY WITHIN BORDER—DO NOT FOLD

1269-R 6 58



WESTERN UNION

P*HF346I NL PD=RIDGEFIELD PARK NJER 19=
HAROLD GIBBONS EXEC ASST INTL BROTHERHOOD OF TEAMSTERS=
25 LOUISIANA AVE NW WASHDC=

AS DIRECTED BY PRESIDENT HOFFA IN LETTER DATED MARCH
SIXTH TO J P CHERRY PRESIDENT I AM REQUESTING AN
APPOINTMENT TO MEET WITH YOU EITHER ON MARCH EIGHTEENTH
OR NINETEENTH APPROXIMATE TIME OF ARRIVAL IN DC WILL
BE NOON PLEASE ADVISE DAY MOST CONVENIENT FOR YOU=
WALTER RUSS 100 PARK ST=

Will.

March 12, 1959

Mr. T. W. Whitford, Gen.-Sec.-Treas.
United Railroad Operating Crafts
608 South Dearborn St.
Chicago 5, Illinois

Dear Sir and Brother:

Your communication of March 3rd has been received.

President Hoffa, at the present time, is out of the City and will not return until some time after the 23rd of March. At that time I will be happy to bring your communication to his attention.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh

J. P. CARBERRY
President

T. W. WHITFORD
General Secretary-Treasurer

UNITED RAILROAD OPERATING CRAFTS

NATIONAL OFFICE

SUITE 672 · 600 SOUTH DEARBORN STREET · CHICAGO 5, ILLINOIS

March 3. 1959

Mr. James Hoffa,
[illegible] Louisiana Avenue, N.W.
Washington, 1, D.C.

Dear Sir;

Nearly a year has passed since I talked to you in regards to the above union. which has spent the past seven years trying to industrialize the railroad employees. Court battles have been many with one case going before the U.S. Supreme Court, where that court ruled "no jurisdiction" but referred us to the Secretary of Labor. A hearing was set by the Secretary and our case was heard before him or rather I should say the case was heard before "RELA," and labors good friend George M. Harrison. As you will recall the court cases and the hearing before the Secretary of Labor were whether or not we met the National in Scope status, a phrase which is found through out the Railroad Labor Act.

It was while the hearing took place that I called upon you and explained to you of our struggle and what we were up against. As you predicted the case that we presented received a "no merit decision". The decision was reached by a comparative basis regarding the size of our union. By using this same comparative basis there are quite a few of other so called standard organizations that would not be national in scope if they were put on trial as of today. However we brought this out in the transcript and the opposing attornies came back with that there is no decertification clause in the act. Under the procedure which we were forced to follow I now see the basis for your prediction.

> "At this writing our attornies advise that no recourse by the way of the courts or by the Secretary of Labor is advisable, for in their opinion the act must be amended or a change in policy before a fair hearing could be expected."

As you stated we can not make the grade alone. The only avenue open now is to affiliate which can give us the"national in scope status" or to become a division with in a union who has or is eligible to participate in the desi-nation and selection of the labor member to the Railroad Adjustment Board. The Teamsters as you know are such a union by birth right and I am sure that our people are desirous in having an affiliation.

In general I can not honestly say that the railroad people deserve the assistance that I am asking of the Teamsters out I feel that they would be greatful and worthy of a chance to better themselves. I arrive at this view point, for when one looks at their past and

J. P. CARGERRY
President

T. W. WHITFORD
General Secretary-Treasurer

UNITED RAILROAD OPERATING CRAFTS

NATIONAL OFFICE

SUITE 672 · 608 SOUTH DEARBORN STREET · CHICAGO 5, ILLINOIS

present leadership it is understood why their attitude and interest has been and is still at the lowest ebb in the labor field. Rather than educating the membership of good union policy they have done nothing but teach unfair labor tatics in order that one sister union might raid the membership from another sister union, by selling out or by accepting work performed by employees or members of the sister union and accepting a package deal which looks good to the rival members but actually is only bait to lure them.

I am sure that you are aware of the company union set up, the insurance deals, loyality bonds and the bargaining that the brotherhoods pretend to be doing. I will not mention their strikes for that would be an insult to the word strike itself. I only call your attention to the above procedures and practises for I am convinced this why the railroad men are without interests as such deplorable tatics are directly responsible for their attitude and further the decline in the industry. No union on the railroad today has or is preparing for a tomorrow, therefore the men work only for today.

If you would create a railroad division with us which would give us national in scope recognition we are confident that we could guarantee 100,000 members within six months without taking a contract. By opening our doors and letting the rails hear that we are national in scope would put us well on the march for about 400,000 whom we can represent by having the national in scope status and admitting membership to those crafts. The latter we comply with. This is where the brotherhoods slipped up and a union that is national in scope and admits members to those crafts (namely the Engineers,Conductors,Firemen,Trainmen, & Switchmen) can really take over the railroad field at brotherhood expense.

Looking to the future this division can include the airline employee which also come under the Railroad Labor Act. The airlines are certainly going to be the largest carriers transporting passengers, mail and express. How large the airlines will become in the future is only a wild guess at this time but it is for certain that they will be larger than the railroad industry is today.

I know that you are a busy man and a man with many problems but I trust that you will take time to consider the possibilities of creating a rail and air division in the Teamsters or some other means of affiliation where by we may industrialize the railroad people. We have locals throughout the nation and members in all key cities and on all principal railroads. There also is a movement under way in Canada similar to ours and the officers of this Canadian union are close friends with us.

MEMBERSHIP TO ALL RAILROAD EMPLOYEES

J. P. [illegible]
President

T. W. WHITFORD
General Secretary-Treasurer

UNITED RAILROAD OPERATING CRAFTS

NATIONAL OFFICE

SUITE 672 • 608 SOUTH DEARBORN STREET • CHICAGO 5, ILLINOIS

Giving the railroad men an industrial union will heal nearly all of their problems and also will greatly help the industry itself. The present brotherhood unions realize and know what should be done but can not get together for it means that quite a few officers will have to step down. I believe that some of the unions would throw in with us if such a movement was to take place that had outstanding leadership that they could have faith in. Industrializing would prevent what we have witnessed with the railroads and such a move would be great for the Teamsters in more ways than one. The employees of both air and rail need the leadership that the Teamsters have time and time again displayed.

I can meet with you at any time at any place (preferably New York) for a discussion to further a movement as I have outlined in this letter.

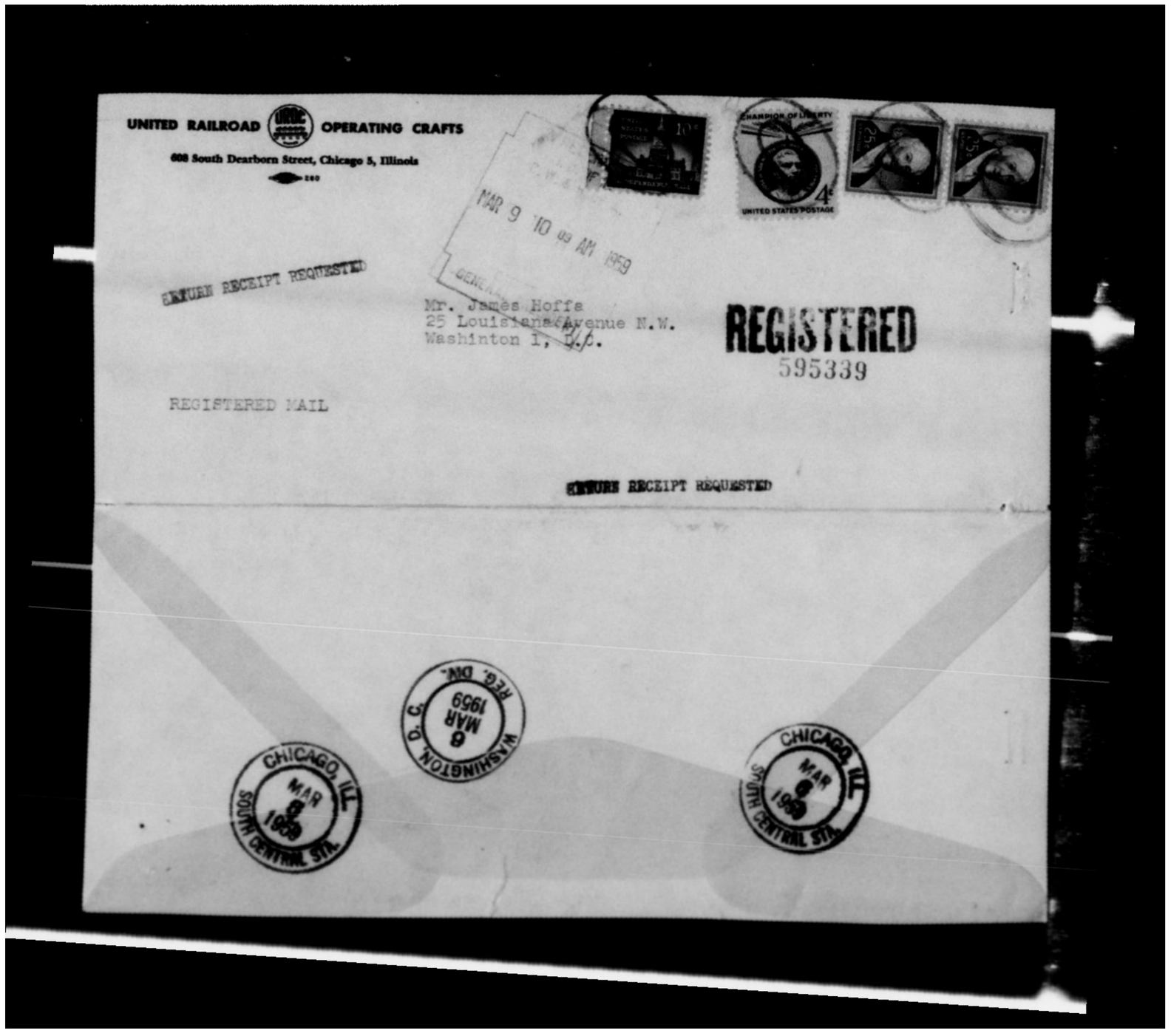
Sincerely yours,

T.W. Whitford

T.W. Whitford

P.S. I enjoyed your article "Special Report in the February issue in the Teamsters magazine."

MEMBERSHIP TO ALL RAILROAD EMPLOYEES


UNITED RAILROAD OPERATING CRAFTS
608 South Dearborn Street, Chicago 5, Illinois
RETURN RECEIPT REQUESTED
MAR 9 10 03 AM 1959
Mr. James Hoffa
25 Louisiana Avenue N.W.
Washinton 1, D.C.
REGISTERED
595339
REGISTERED MAIL
SIGNATURE RECEIPT REQUESTED
CHICAGO, ILL.
MAR 9 1959
SOUTH CENTRAL STA.
WASHINGTON, D.C.
MAR 1959
REC. DIV.
CHICAGO ILL
MAR 9 1959
SOUTH CENTRAL STA.

ADMINISTRATIVE FILE
Independent Union –
Railroad Operating
Crafts, United

March 6, 1959

Mr. J. P. Carberry
137 Orland Rd.
Rochestar, New York

Dear Mr. Carberry:

I have your communication of March 3rd, and shall be happy to have your field repmentetive, Walter Russ, stop in and hold a preliminary meeting with Harold Gibbons, my Exacutiva Assistant, any time ha is in the City of Washington.

In the avant thera is anything thet should be brought to my attention or handied diractly by me, I will at thet time meet with Brother Russ. You may advise Brother Russ to contact Mr. Gibboos direct as to the date of such a meeting.

Fraternally yours,

James R. Hoffa
General President

JRH/yh
hjg

J. P. CARBERRY
President

T. W. WHITFORD
General Secretary-Treasurer

UNITED RAILROAD OPERATING CRAFTS

NATIONAL OFFICE

SUITE 672 · 608 SOUTH DEARBORN STREET · CHICAGO 5, ILLINOIS

Home Address
J.P.Carberry
137 Orland Rd.
Rochester,N.Y.

March 3,1959

Mr.James Hoffa,President
International Brotherhood of Teamsters
International Headquarters
Washington,D.C.

Dear.Mr.Hoffa:

The purpose of this communication is a request for a peraonal meeting between yourself and Walter Russ,an International Field Representative of our organization and my right hand man.

Mr. Russ is a young man in his thirties and is employed as a Pennsylvania Railroad Conductor,out of Jersey City,New Jersey.He is dedicated to the theory that the railroad man would be better off under the banner of the Teamstera.

While we are both aware of the issue that Mr. Russ will discuss'I feel that much consideration should be given to the expanding Piggy-Back service and the inevitable jurisdictional battles with the so-called brotherhoods.

Hoping that you can see your way clear to meet with Mr. Russ in the near future,I remain

Sincerely yours,

J.P.Carberry

P.S.You may cèntact ae, if
you desire at my home
addrsss or thru your
agent here at Rochester
Mr. Russ's Address is
100 Parke Street
Ridgefield Park,N.J.

J. P. CARBERRY
President

T. W. WHITFORD
General Secretary Treasurer

UNITED RAILROAD OPERATING CRAFTS

NATIONAL OFFICE

SUITE 672 · 608 SOUTH DEARBORN STREET · CHICAGO 5, ILLINOIS

ADMINISTRATIVE FILE
United Railroad
Operating Crafts
X

June 20,1958

Mr.James Hoffa,President
Brotherhood of Teamsters,International
25 Louisiana Ave,
Washington, D.C.

Dear Mr. Hoffa:

During the month of April,this year,a hearing was conducted by the Department of Labor relative to the eligibility of our organization qualifying for the right to participate in the selection and designation of the Labor Members of the National Railroad Adjustment Board.During the course of the proceedings,George Kochmar,our Jersey Area Manager and International Field Representative and T.W.Whitford,our General Secretary Treasurer visited with you at your office.

This communication is to thank you for the courtesies extened to both these men.I regret that duties at the Hearing would not allow me to accompany them.The entire subject matter of which you men discussed definitely should be explored by all parties concerned.I feel certain that it will be to our mutual advantage to do so.

When it is convenient for a personal discussion,I shall be glad to discusa the entire matter with you.

Most Sincerely Yours,

J.P.Carberry, President

MEMBERSHIP TO ALL RAILROAD EMPLOYEES

Inter-Office Communication

From the Office of the General President

From: HJGibbons

Date 2/20/58

To Mr. Tobin

Subject United Railroad Operating Crafts

Please examine the attached and let me know if we have any stake in these hearings.

(30)

UNITED STATES DEPARTMENT OF LABOR

Washington 25, D. C.

FILED AS PART OF THE RECORD
FEB 3 1958
(Date)
Chief Hearing Examiner

In the Matter of	:
THE UNITED RAILROAD OPERATING CRAFTS	:
Claimant	:

NOTICE OF HEARING

WHEREAS, THE UNITED RAILROAD OPERATING CRAFTS, having its executive office at 608 South Dearborn Street, Chicago 5, Illinois, through J. P. CARBERRY, President, has made claim that it is entitled to participate in the selection and designation of the labor members of the National Railroad Adjustment Board as provided in Section 3(c) of the Railway Labor Act, as amended (48 Stat. 1185; 45 U.S.C. secs. 151 et seq.); and

WHEREAS, Section 3(f) of the aforementioned Act provides that in the event a dispute arises as to the right of any labor organization so to participate, the Secretary of Labor shall investigate the claim of the labor organization to such participation and if the claim in his judgment has merit, he shall notify the National Mediation Board accordingly; and

WHEREAS, it appears that a dispute concerning the aforesaid claim of the UNITED RAILROAD OPERATING CRAFTS has arisen and that investigation of the merits of said claim would be facilitated by a hearing at which all parties in interest will have full opportunity to present facts in support of or in opposition to the claim;

NOW, THEREFORE,

A hearing upon the question whether the aforementioned claim of the UNITED RAILROAD OPERATING CRAFTS has merit will be held in Room 1214 of the Department of Labor Building, Constitution Avenue at

Fourteenth Street, Washington, D. C., commencing at 11:00 a.m. on March 5, 1958 before Clifford P. Grant whom I hereby designate to preside as hearing officer.

The claimant labor organization and all other parties in interest may appear and participate in the hearing in person or by their attorneys or other representatives.

Dated at Washington, D. C., this 3rd day of February 1958.

James T. Mitchell
Secretary of Labor

DEPARTMENT OF LABOR
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ADMINISTRATIVE FILE

Copy of Letter Request to
National Agricultural
Transportation League

January 14, 1959

Mr. Joseph W. Morgan, General Organizer
International Brotherhood of Teamsters
515 N. E. 178th Street
North Miami Beach, Florida

Dear Sir and Brother:

Enclosed you will find a copy of a letter addressed to me from Frank Fitzsimmons, which is self-explanatory.

Will you, at your earliest convenience, investigate the contents of this letter and report your findings to me?

Fraternally yours,

James R. Hoffa
General President

JRH/alb
LMS
Encl

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WOodward
1-6434
1-6435
1-6436
1-6437

Truck Drivers LOCAL UNION No. 299

Affiliated with the
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

2741 TRUMBULL AVE. ① DETROIT 16, MICH.

January 7, 1958

Mr. James R. Hoffa
Teamsters Headquarters
25 Louisiane Avenue, N. W.
Washington 1, D. C.

Dear Sir end Brother:

Upon your direction, I called a Mr. Buchanan at Leesburg, Floride, in answer to a cell he made to you.

Mr. Buchanan thought he was talking with you, and in our conversation, he pointed out that he was with the Netionel Agricultural Transportation League. He was vitally interested in the outcome of what was going to happen with the haulers transporting exempt commodities out of the State.

I might say that he prevailed upon me to keep our conversation in strict confidence. The growers and processors he represents would not look with favor on his soliciting the aid of the Teamsters.

In his conversation he requested a meeting with you or your personal representative. I suggested Dusty Miller or Dick Kavner or someone of your own choice to have such a meeting based on his assurance that a program could be worked out to enlist these owner-operators and drivers, as such, to become members of the Teamsters Union.

After exploring this situation, I would suggest that the person you designate call Mr. Buchanan at Leesburg, Floride, at DI 3-3981 to arrange such a meeting.

If there is anything further I can do in this matter, please advise.

Fraternally yours,

Frank E. Fitzsimmons

Frank E. Fitzsimmons
Vice President

FEF:mhi

UNITED MILK PRODUCER'S GUILD
DEER PARK, WASHINGTON

January 7, 1959

ADMINISTRATIVE FILE
Organization, Request to
x United Milk Producers
x 3hh

Mr. James Hoffa
25 Louisiana Ave. N. W.
Washington, D. C.

Dear Sir:

For the last 4 months we, The United Milk Producer's Guild have extended every effort at our command to obtain a charter from the International Brotherhood of Teamsters. The information available to us has been that your organization would accept dairymen in your union. Enclosed is a copy of the letter sent to Mr. Radcliff, Sec of the Dairy Workers in Seattle. This will explain what we have done in our effort to obtain a charter and the reasons we feel the Teamsters and Dairymen should units in this milk business. If your organization from the farm to the consumer, and we feel that this is absolutely necessary to obtain a successful relationship with all parties concerned.

On December 2, 1958 Mr. Cartwright, Exec. Director of the Tri-State Master Dairy Farmer's Guild Local 69, Milford, Penn. called me and asked me to send him the names and addresses of all our members and $5.00 per head. With this money he said he would go to Washington D.C. and get us a charter, pay the initiation fee and our first months dues into the International. On December 5, 1958 we sent a check for $500.00. On January 5 1959 we received a call from Mr. Jack Smith, Vice Pres of Joint Council 53, Philadelphia, Penn. He informed us that Mr. Cartwright had taken about $2000.00 from the Tri-State Master Dairy Farmer's Guild along with our $500.00 and left the country.

We would like your advice on the proper method to handle this unfortunate situation.

Our main concern is to obtain a charter. If you can do this for us we think that the United Milk Producer's Guild can and will be an asset to the Teamsters and an example of the proper way for the dairymen of the United States to elevate their vocation.

Please give us your serious consideration on this very important matter with a thought of the necessity of having farmers organized in an effective union for years to come.

The question we have in mind is--How can the economy be good with a bankrupt agriculture ?

Thank you for your consideration.

Sincerely, Jim Dziuk

Jim Dziuk-Sec-Treas.
United Milk Producer's
Guild
Deer Park, Washington

JDad

UNITED MILK PRODUCER'S GUILD
DEER PARK, WASHINGTON
% JIM DZIUK

Mr. Eric Redcliff
Teamsters Building
552 Denney Way
Seattle, Washington

Dear Sir:

In our recent telephone conversation you asked for a letter describing the conditions of the dairy farmers in our area and the reasons why we wanted to affiliate with the International Brotherhood of Teamsters. I believe the best way to do that is to give a short outline of what has taken place in the last five years. In 1953 and 1954 conditions in the milk business were, a small surplus of milk and the processors started a milk war at the expense of all of us producers, this bankrupt many and also made us realize that in order to live on a standard with the rest of the population of this country we must organize. At this time the Spokane Milk Producer's Association was founded with the idea that in time we would have sufficient strength to handle our own problems but as the organization grew in numbers we found out that we had no real power and the organization then became a heven for the processors "yes men".

In 1956 the board of our local unit met with Mr. Dustin of the A. F. L.-C. I. O. here in Spokane. He explained to us that we were small business men and therefore we could not join their union.

In the spring of this year, 1958, we received word that the International Brotherhood of Teamsters had granted the Tri-State Master Dairy Farmers Guild of Milford, Pennsylvania a charter. Immediately we contacted Mr. Cartwright, the Executive Director of the Tri-State Master Dairy Farmers Guild asking for

pertinent information on the procedure of obtaining a charter. He wrote a letter which we took to Mr. Abe Ruhl, the secretary of the Teamsters of Spokane. It was his personal opinion that as long as we were sincere and as long as the International had granted a charter to one group of dairy farmers they would grant us one alsoafter we were organized into a group, particularly if we had the majority of the producers in this area signed to our organization.

On August 11, 1958 the United Milk Producer's Guild held its first meeting which consisted of 15 farmers. Plans were made for the methods to be used in organizing and the building of a foundation of our Guild. The officers elected were Ervin Dyck, President; Millard West, Vice President; Jim Dziuk, Secretary-Treasurer; and trustees Kenneth Doggett, C. F. Phillips, and Grover Clark. Initiation fee at the present time is $5.00 per farm and no dues until we obtain the charter from the International. However, at the meeting of November 6, 1958 donations of $5.00 per month were asked for the hiring of a man on a part time basis to sign more members. The response was terrific. Almost every member donated immediately or promised to do so as soon as possible. Some are even enlarging the donation (see enclosed letter). The results of this are that our field man is signing 3 out of 4 parties contacted.

The full cooperation of the Guild members is a most amazing and gratifying thing to see after being in other farm groups. They feel that at last we have an organization that can and will do a job of getting them an equittable price for their milk and decent conditions for them to operate under.

We, as dairy farmers, are being discriminated against by the processors, Spokane Milk Producers Association and the United States Department of Agriculture, and some feel that the

Spokane Health Department has not treated them justly in the recent action charging them with watering their milk.

We have our investment, time, and usually a lifetime of work and savings in a business that the processor can destroy any day thay fael like it. We feel that although we are selling a product to a handler, we are selling mostly labor in that product.

We have bean in communication with Mr. Cartwright both by letter and by telephone. He has sent us a copy of their by-laws, contrsctw with the processors and court records of the Superior Court of New Jersey when the handlers tried to tie them up with injunctions. Their local "69" won their case in that trial. All of these contracts and records are available to you at your request.

On November 10, 1958 Mr. Cartwright called from Pennsylvania informing me that Mr. Jack Backus, a Vice President of the International had requested us to call Mr. Iener Mohn in San Francisco and that we should make every effort to get our Guild affiliated with the Teamsters as soon as possible. The information I received from Mr. Mohn's secretary was to contact you in Seattle. After contacting you I learned that the Spokane Milk Producers Association, in cooperation with the processors in Spokane, both independent and cooperative, have entered into a plan to take over all the hauling of the milk and also build a small plant to dispose of any surplus milk that might occur in the flush season. This means that any producer that is not a member of the Spokane Milk Producers Associstion could not ship any milk and that of course would stop the enlarging of our Guild This plan appears to me as simply a "smoke screen". It could not possibly work for any period of time, but it could give us union-minded people a real set-back.

Our immediats problem is this: In the first six weeks of our existence we signed 120 members to our Guild on the proposition

that we would receive a Charter from the Teamsters for our own local. Now we feel we have nothing to sell until we receive that Charter and can show the remaining producers that this Guild is a going concern and that we mean business.

We have engaged Mr. Max Etter, who is the leading union attorney in Spokane. He is in complete sympathy with us and feels that we can be entirely succesaful in our crusade.

The price that we are receiving for our milk today is the lowest in actual figures that it has been in ten years. then add the rise in cost of machinery, trucks, taxes, living, etc. you can realize the financial conditions that the dairymen are in. A good many dairymen have had to try to make ends meet by taking on outside jobs while their wives and childfen milk the cows.

Five years ago there were 1260 milk producers in this milk shed and today there are less than 840. This means that in order for the remaining producers to protect their property we must work from 10 to 14 hours a day milking more cows, which in turn creates a surplus and further depresses our price. This merry-go-round must stop! We feel that agriculture is a very important part of this country's economy, and when the farmers cannot buy the machinery, etc. he is seriously handicapping the laboring man in the factories and every other business and community.

In our opinion the Spokane Milk Shed is the ideal place to start a new venture like this, due to the fact that we have very little surplus milk and this would make the problems involved so much more simple.than in large surplus areas.

Please do everything possible for us in obtaining a Charter, as every day that passes without it makes our goal that much harder to reach.

Thank you for your cooperation and if you need more information please let me know.